REFERENCE LIBRARY JUL 18 1940

Local Government SERVICE

OFFICIAL JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

No. 7. Vol. XX | JULY, 1940 | THREEPENCE

SALVAGE CAMPAIGN PROGRESS
—Page 161

CONTENTS

	PAGE
WREST RICHES FROM REFUSE—by Eric Bell	161
A RURAL DISTRICT'S EXAMPLE—by G. J. Stainer	162
PUBLIC AID WON BY W.V.S.—by A. T. Gooseman	162
PLANT NOT ESSENTIAL—by R. G. Totty	163
SAVING 5d. ON RATES—by C. R. Moss	163
SEWAGE AS A FERTILIZER—by G. L. Paling	163
700 TONS OF PAPER A MONTH—by G. N. Wilson	164
PIGS GROW FAT ON WASTE—by H. Gurney	164
TURN WASTE TO FOOD—by J. H. Codling	164
HOUSEHOLDERS SORT REFUSE—by H. M. Webb	165
URBAN DISTRICT'S SUCCESS—by W. E. Cooke	165
SALVAGE INCREASED 900 PER CENT—by H. Ardern	165
"AT RANDOM"—by "Hyperion"	166
NALGO'S PLEDGE TO MINISTERS	166
"THEY ALSO SERVE"—by "Jackass"	171
READERS' FORUM	172
H.Q. CALLING	173
WAR BONUS DECISIONS	174
ROLL OF HONOUR	174
SCOTTISH NOTES AND DISTRICT REPORTS	175
WAR PAY DECISIONS	175
BRANCH MAGAZINES	177

WHITLEYISM NOW!

FOUR months have gone by since NALGO's representatives waited on the Minister of Health and the Secretary of State for Scotland and laid before them the Association's request that they should urge all local authorities to take their proper place in the Whitley scheme. Disappointed as the Association was to hear that the Minister could then do no more than suggest that it should, in the first instance, approach the associations of local authorities, it promptly acted on his suggestion, and on April 11 laid its case before representatives of the County Councils Association, the Association of Municipal Corporations, and the Urban and Rural District Councils Associations. We now hear that on May 22 the representatives of these four bodies met again, and unanimously arrived at a recommendation—already adopted by a committee of the County Councils Association and by the executive council of the Rural District Councils Association—in the following terms:

> That the Associations be recommended to express the opinion that, while appreciating the importance of the representations made to them by the National Association of Local Government Officers, it would be most inopportune, especially in view of the significant changes that have taken place since the date of the previous conference, to pursue this matter at the present time, and that its further consideration, therefore, be adjourned until the conclusion of hostilities.

Co-operation Rejected

TO appreciate the bitter disappointment with which this news will be received by our members, and the surprise with which they will note the terms in which the recommendation is couched, one must realise what it was, and what it was not, that NALGO asked the Minister and the organisations to do.

We asked the Minister "to address a communication to every authority in England, Scotland, and Wales, urging them to take their proper place in the Whitley scheme, and to observe Whitley findings as a means of ensuring, especially during the war, uniformity of action concerning the basic conditions of the administrative, technical, professional, and clerical staffs in the local government Service."

We told the representatives of the local authorities that we met them "to seek co-operation with the local authorities in the machinery of Whitleyism," and to "ask the organisations to interest themselves in this work." Though conscious of the homogeneity of the officers' work, and more than ever conscious, as the local authorities must also be, of the extent to which the Government is using the officers for its own direct functions in national defence, we did not go to the Minister to suggest the incorporation of the local government Service in the civil service, nor to ask him to take service conditions out of local authority hands, nor even to ask for the establishment of Whitley Council machinery on a compulsory basis. Nor do we ask for the latter now, though compulsory arbitration appears to be a measure contemplated over wide fields of the national economy.

Of the Minister we asked—a letter; a letter, however, exercising, not constraint, but the influence of a departmental commendation; a commendation based on the fact that the Government approved of Whitleyism and recognised its value in the civil service, and on the knowledge his own department must have of local government staff problems in which Whitleyism would be of no less value. Of the local authority organisations we asked, again not constraint, but co-operation and interest; co-operation and interest not in some new and untried step but in a machinery in which, in some cases a majority, and in most cases a substantial number, of their own constituent members were voluntarily and enthusiastically participating.

Urgent Problems

EVEN had the support of Whitleyism no bearing on the urgencies of war, it is difficult to understand why it appears so academic a question as to justify "postponement to the conclusion of hostilities." It is altogether astonishing, however, that the conference of local authority representatives should have conceived of the subject as remote from the exigencies of war.

The memorandum presented to the Minister at the interview and supplied to the local authority organisations' representatives itself contained much evidence of the difficulties the local authorities were facing in all aspects of staffing as a result of the war and the measures they had been called upon to apply in civil defence. These difficulties were urgent then. They are more urgent and infinitely more extensive now. We can but assume that NALGO's spokesmen did not fail to stress them at the conference. It may yet not be too late to reinforce their representations by furnishing the local authority organisations with some of the evidence which is pouring into NALGO's dossiers on this aspect of the subject—for at the moment we write the municipalities have yet to take their decisions on the conference recommendation.

STOP PRESS

Nalgo Policy on Holidays and C.O.s

Meeting just as we were going to press, the Emergency Committee of the National Executive Council reached the following decisions:

Working Hours and Holidays

At the delegate meeting held at Whitsuntide, the Minister of Health was assured that local government officers would continue with courage and confidence their efforts in support of the national cause.

Since that message was transmitted the situation has become still more grave, and the National Executive Council is of opinion that every member of the Association should support the Prime Minister and his Government in their courageous effort by making such reasonable sacrifices in working hours and holidays during the emergency as can be given without detriment to health.

Conscientious Objectors

Having regard to the extremely serious national emergency, this Association, with a full sense of its national responsibilities, cannot support any member who may find himself in difficulties in consequence of his refusal to undertake some form of service in defence of the realm.

Any member so affected must rely upon his own claims to such protection as the law of the land provides.

The Better Way

IT is, indeed, true that "significant changes have taken place since the date of the last conference"; all of them such as to render the support of Whitleyism more urgent than ever. The local authorities' staffing problems will increase, not diminish; they cannot be escaped; and a rapid and wide-spread solution of them is in many cases part and parcel of the war-time administration for which the authorities are responsible. The authorities can tackle them individually; but the better and speedier way is surely through the Whitley Councils—which can bring wide knowledge and *ad hoc* effort to their solution. The local authorities' organisations themselves originated in the recognition of a need for the collective discussion of common interests and problems. It is difficult to see how, on principle, they can withhold their support from bodies which, in their own appropriate sphere, work on identical lines.

Failing some change in the situation, the Association must now go back to the Government, in the confident hope that new men, new measures, and a new spirit will ensure prompt agreement to steps which are no less requisite in the national interest than they are in justice to our members.

Compulsory Arbitration

A SIGNIFICANT hint of what is afoot in the industrial sphere was given by Mr. J. Marchbank, general secretary of the N.U.R., the other day. Writing in the "Railway Review," he said:

> "How trade union wage policy is likely to develop in the near future is now the subject of speculation in the absence of an official indication of Government policy. It is no secret that consideration is being given to the possibility of naming an 'appointed day' before which all present wage negotiations shall be brought to a conclusion and thereafter some new procedure under Government auspices may be introduced. It is clear that some new method of wage determination is necessary, as the State has now complete control over industry, man-power, and property."

This suggests the compulsory arbitration indicated above. How far such measures are likely to apply to local government remains, of course, obscure, but it is clear that, to carry any scheme of this kind to success, fuller co-operation and co-ordination on the employers' side will be essential. The staffs are already united and organised in NALGO; the employers are neither united nor organised, except in the areas where Whitley Councils are widely supported.

A scheme of the type suggested by Mr. Marchbank would have far-reaching results; it might even secure, through Whitleyism, those national standards for which NALGO has been striving for years. Members can be assured that the N.E.C., and Headquarters, are watching the position closely and are ready to take action whenever opportunity offers.

Holiday Confusion

HOLIDAYS provide another example of the confusion which can arise without fully accepted Whitley machinery to secure uniformity of policy. Some local authorities have prohibited holidays altogether; others are giving them normally; and between those extremes is a vast range of schemes for long week-ends, occasional weeks, and so on. In yet other cases, the initiative for suspending holidays has come from the officers themselves; Harrow branch of NALGO, for example, has unanimously decided "to work such hours and to forgo such leave as the Council may deem necessary," and Croydon branch has made a similar move.

While Government policy on the point is not as clear as it might be, the statement made by Mr. Assheton, Parliamentary Secretary to the Ministry of Labour and National Service, on June 13 was sufficiently explicit to prevent panic decisions. The object of the request to cancel or postpone holidays, he explained, was to avoid interference with munitions production and to leave transport free for evacuation and civil defence. At the same time, he strongly deprecated continuous working even on urgent priority tasks, and stressed the need for adequate rest periods if efficiency were to be maintained. There followed a statement which should apply to every local authority:

> "When it is the practice for holidays to be taken in rotation by individuals, and thus to be spread over a period of months, it should be considered whether they would interfere in any way with urgent war requirements, or with urgent requirements for transport services. If they would so interfere, they should not be taken now. *When this is not so, however, it will in most cases be better that they should be taken as arranged.*"

Local government officers everywhere are as ready as any section of the community to do their utmost in the war effort, at whatever personal sacrifice. But both they and their employers must remember that the man who has worked seven days a week, and Heaven knows how many hours a day, for months on end, is bound to suffer some diminution of efficiency. That we cannot afford, and it is to be hoped that authorities everywhere will recognise, with the Government, the need for adequate rest and relaxation.

Baptism of Fire

AT last, the civil defence organization built up with such effort and energy by local government during the past months and years is being put to the test. As we go to press comes news of the first big air raids; by the time these words are read, no doubt, many A.R.P. staffs will have had their baptism of fire. The strength—and the weakness—of the plans and practices will have been demonstrated by grim reality.

On the whole, we are confident, the organisation will be found adequate. But it cannot be perfect: examples of faulty planning, inadequate conception, and insufficient preparation are bound to occur, as they have occurred in Holland, Belgium, France, and the other theatres of war. Such lessons will do little harm if we are able promptly to learn from them and adapt procedure to meet them.

To assist in that swift adaptation to changing circumstances, we suggest that all officers who, in the next few weeks, obtain practical experience of air attack, and who, as a result, feel able to suggest any improvements or constructive changes in the measures adopted to meet it—whether in A.R.P., casualty, evacuation, or fire services—should let us have their proposals for publication. In this way we should be able to pool experiences and ideas to the common benefit. All material received will, of course, be submitted to censorship, so that officers need have no fear that they might be in danger of revealing vital information.

Officers on Arms Work

NOW that the Ministry of Health has recognised employment on armament production, shipbuilding, and similar urgent work as "war service," for the purposes of the Local Government Staffs (War Service) Act, and has urged local authorities to release every suitable employee for this task, we may expect to see more and more engineers, architects, and other skilled officers transferring to the munitions and shipbuilding industries. At the same time, and notably in the Ministry of Supply, a number of prominent local government officers are being seconded to Government work—a compliment to the Service for which Mr. Herbert Morrison's long experience of its quality is doubtless responsible.

Already, a number of branches have raised the question of the subscriptions payable by these transferred members. The answer is surely obvious: they should pay the full rate based on the salary they receive from the Government. For this purpose they cannot be regarded as members of H.M. Forces; they have merely been temporarily seconded from local government to Government employ.

Salvage—Go To It!

OF the many new activities war needs have thrust upon local authorities, salvage of waste material is to-day one of the most vital. Local authorities have answered the call with vigour, but there is still vast room for improvement in method, especially now that salvage work has been made compulsory.

But there is still much to be done. Against the 1,000 authorities now collecting, 1,300 have so far done little or nothing; nor have all those which have embarked on schemes yet made substantial progress.

It is with the object of helping and inspiring officers everywhere that we publish this month a series of articles by men who have done good work. The articles, though far from exhaustive—some authorities may have better records than those mentioned—show that every local authority can play its part; that size, money, and expensive plant are not essential; and that everything that comes from the dustbin can be put to use. Enthusiasm is the main quality needed—enthusiasm and determination.

Branch Secretary to First Lord

THE appointment of A. V. Alexander to be First Lord of the Admiralty does honour to local government and NALGO, no less than to an able and experienced Labour leader. Many years ago Mr. Alexander was chief clerk for higher education in the Somerset county council and for some time, until politics and the Co-operative movement claimed him, was honorary secretary of the county branch. Though it is long since those days, he has always retained an interest in his former colleagues and in the Association. All members, we know, will join in the congratulations and good wishes sent him by the general secretary and published on another page.

A NALGO M.C.

THIS month brings news of the second service award to a local government officer. Lieutenant David Arthur Smith, R.E., and in civil life an engineer on the staff of Gloucestershire county council, has been awarded the Military Cross for gallantry in action.

"This officer," states the official announcement, "was in charge of three detachments of the Monmouthshire Royal Engineers who, throughout the period, carried out invaluable work to delay the enemy's advance. They never failed to accomplish any task which they were set. On May 14, in spite of enemy bombing, he completed the destruction of bridges over the River Dendre, north of Louvain. At Ypres, on May 26, in spite of continuous shelling and bombing, working day and night with a handful of men, he prepared and fired demolitions in front of the Menin Gate. Without his aid, many bridges, important to the enemy, would have remained intact."

A. A. Garrard

MEMBERS everywhere, and in particular in those branches which have benefited from the vigorous prosecution of the national salaries campaign in the past few years, will join with us in congratulating Mr. A. A. Garrard, chairman of the National Executive Council, on his appointment as secretary of the East Ham education committee on the retirement this month of Mr. F. R. Thompson.

The record of his appointments since he joined NALGO in 1905, in the East Ham branch, in the Metropolitan District Committee, of which he became chairman this year, and in the N.E.C., impressive as it is, gives no indication of the debt NALGO owes him. His drive, initiative, diplomacy, and negotiating skill are in large measure responsible for the present vigour of the Association's policy. May East Ham benefit no less.

WINNING THE WAR ON WASTE

These symbols show how the waste material salvaged by local authorities has increased, in quantity and in value, since the National Salvage Campaign was launched last November.

WASTE PAPER

Nov.

April

Each symbol = 1,500 tons ; each circle = £5000

FERROUS METALS

Nov.

April

Each symbol = 2,000 tons ; each circle = £2,000

NON-FERROUS METALS

Nov.

April

Each symbol = 100 tons ; each circle = £500

TEXTILES

Nov.

April

Each symbol = 200 tons ; each circle = £1,000

BOTTLES AND JARS

Nov.

April

Each symbol = 500 tons ; each circle = £1.500

MANURE

Nov.

April

Each symbol = 1,000 tons ; each circle = £100

SCREENED DUST (Mostly supplied free)

Nov.

April

Each symbol = 3,000 tons

ORGANIC FERTILISERS

Nov.

April

Each symbol = 50 tons ; each circle = £200

BONES AND BONE MEAL

Nov.

April

Each symbol = 75 tons ; each circle = £200

PIGS KEPT BY LOCAL AUTHORITIES

Nov.

April

Each symbol = 1,000 pigs

TOTAL DIRECT SALVAGE

Nov.

April

Each symbol = 10,000 tons ; each circle = £10,000

WREST RICHES FROM REFUSE

Everything thrown into the dustbin is of value, says ERIC BELL, cleansing superintendent, Walthamstow, who here outlines a plan for regional municipal disposal plants, and describes a significant experiment in the use of humus prepared from refuse.

THERE are in England to-day many industries which depend for their existence upon the output of waste materials from other branches of industry, and when we examine the analysis of household refuse we are immediately struck by the fact that a very large proportion of this material can be utilised in established industries.

Official tests carried out by the Institute of Public Cleansing in 1935 and 1936 give the following analysis of the average domestic refuse bin.

	Per Cent
(a) Fine Dust (under 5-16 in.)	36.35
(b) Small Cinder (between 5-16 in. and ¾ in.)	14.38
(c) Large Cinder (over ¾ in.)	6.25
(d) Vegetable and putrescible content	13.23
(e) Paper content	14.29
(f) Metal content :	
1. Food containers	2.13
2. Other containers	0.88
3. Other metals	0.99
(g) Rag content	1.89
(h) Glass content :	
1. Bottles and jars	2.11
2. Broken glass	1.25
(i) Bone content	0.48
(j) Combustible debris not classified above (wood, straw, leather, etc.)	2.14
(k) Incombustible debris not classified above (bricks, stone, pottery, etc.)	3.63

The fine dust is, perhaps, the least valuable of all the refuse. It can be used, however, in the manufacture of bricks or for the lightening of clay soil. Experiments have been carried out in its use on other types of soil, and the results have been rather startling. It can also be used for filling in or levelling up ground which needs to be used for other purposes.

The cinder content, both small and large, can be treated and cleaned to form a useful cheap fuel, suitable for market gardeners or small heating installations. Would it not be better, however, to educate the public to refrain from throwing away valuable fuel and thus save the expense of buying fuel on the one hand and paying the council, in their rates, on the other to take away and dispose of the cinders they throw out ?

The vegetable and putrescible contents of the bin are the most objectionable, and are the cause of the objectionable smells usually associated with the dustbin. Here again it would be useful to encourage, or instruct, the public to keep all waste food separate. The local authorities could undertake its collection and sale to factories where it can be treated and turned into valuable cattle or poultry food or fertilizers. Even if only one half of this content was recovered, it would provide thousands of tons of valuable cattle food a year.

The paper content has, perhaps, caused most heartburning amongst cleansing officials since the war began. Most of the paper in the refuse bin should not be there at all. The public have got into the habit of crumpling up paper and throwing it into the bin, instead of saving it and putting it out in a clean condition for the dustman to collect, when it can be baled and sold back to the mills. But even where it has been placed into the bin it can still be extracted and sold for other purposes than paper-making.

The metal content is one of the only salvageable components of the refuse which should be put in the bin with the cinders. Ferrous metals can be extracted at the works by means of a magnetic separator, and if the cinder and dust is screened in addition it is comparatively easy to extract any non-ferrous metals from the tailings belt. The bright tins, such as food containers, can be sold for extraction of the tin, lead and solder content before they are sent to the smelting furnaces, whilst all other ferrous metals can be sold direct, suitable stuff being baled first for convenience in handling.

The rag content should, as a rule, never have been allowed to get into the bin. If rags were tied up and kept separate from the dust, as has been suggested for paper, all could be sold at a good price, thus helping to reduce the cost of the services.

Glass can be extracted off the tailing belt. It is amazing how few breakages occur when refuse is passed through the screens. Most of the bottles and jars come out whole, and even the broken glass, provided it is white, is saleable.

The bone content, again, is urgently needed, even in peace time, for the manufacture of glues, soap, etc.

Amongst the unclassified combustible debris are articles with a saleable value. Wood, for instance, can be extracted and sold to local firewood merchants. Straw can go to the compost heap and be added to the leaves which are swept up in autumn off the streets, together with any stable manure which the department produces.

Leather boots and shoes, where they are in pairs and the tops are not broken or damaged, can be remade into smaller sizes. Odd or old and damaged shoes can be sold for the manufacture of fertilizer.

Old rubber tyres can be used for reclamation of the rubber, or sold to fruit farmers, who use them in an endeavour to prevent damage to

fruit trees by frost. Alternatively, where waste food is sold direct to farmers, the farmers usually welcome old tyres as fuel for boiling the waste food.

In the past, exponents of salvage from household refuse have had a difficult fight against the ill-founded prejudice of those who contend that this material is likely to spread disease. These prejudices, however, have now been proved to be unfounded. Providing the salvage is properly organised, there is no doubt that numerous firms would be ready to use the cheap raw material it would produce. Certainly, with our present organisation of independent refuse disposal systems, it would not always be an economical proposition. If, however, the disposal of refuse could be organised, at least in London, on a regional basis, with perhaps four centralised disposal points, there is no reason why the introduction of mechanical methods of handling the crude material should not reduce the cost of output to very much below the present average.

Some seven years ago I worked out such a scheme on a small basis. Even allowing for a very low figure as the income per ton for salvage, it would have been possible to have disposed of the refuse at a very much lower cost than is at present possible. Sooner or later such a scheme is, in my opinion, bound to come into operation, where the whole of London will be divided into regions, each with its centralised disposal plant. These will need to be in strategic positions, in order to reduce the cost of haulage from the point of collection to the point of disposal.

In rural areas such a scheme would not be practicable, but here again we have the crying need of the farmer for a cheap fertilizer. The refuse as collected could be treated, after the extraction of the iron and glass content, and either converted into humus by the Indore process or even delivered direct to the farmers and ploughed into the ground as received.

During the past few months I have carried out an experiment on a plot of ground growing potatoes. Part of the ground was dressed with stable manure and part with humus which had been made by the Indore process, whilst part was left untreated. The plants on the manured ground are slightly larger than those on the untreated ground, but those on the ground treated with humus are twice as large as those which had been treated with stable manure. What the relative weights of the crops will be I cannot yet say, but when ready they will be available to anyone interested.

A RURAL DISTRICT SHOWS THE WAY

Effective salvage is not limited to the big towns. Here, G. J. STAINER, B.A., assistant clerk and salvage officer to the Winchester R.D.C., shows what the rural district can do, given energy, enthusiasm, and the aid of volunteers:

THIS district contains 172 square miles, with a population of about 35,000 in 34 parishes, some entirely rural and others (adjoining Southampton) with important industrial development. The council's salvage work may be summarized as follows:

1939, December 1.—Salvage Circular No. 1 received from the Ministry of Supply was referred to the drainage and scavenging committee, which recommended (a) appointment of a salvage committee and (b) appointment of the local fuel overseer (whose duties would probably diminish) as salvage officer, with his staff to assist. This was confirmed by the council.

1940, January.—Useful salvage information was obtained from adjoining boroughs (Winchester, Eastleigh, and Southampton). Parishes were asked about any schemes already started for collecting waste paper and other material,

GO TO IT!

Of the many new activities war needs have thrust upon local authorities, salvage of waste material is to-day one of the most vital. Local authorities have answered the call with vigour, but there is still vast room for improvement. In this article, and those on succeeding pages, officers who have played a leading part in the campaign, describe what [they have done and indicate how much more could be done, by authorities of all types and sizes.

and letters were sent to manufacturing concerns, banks (several had migrated to the district), Army, R.A.F. and other units, hospitals and other institutions, inviting them to help.

After considering replies received, it was decided: (a) to start with waste paper, as the "dormant" material most quickly destroyed; (b) to ask local organizers to join in the council scheme; and (c) that where a parish organization had intended its waste paper profits to benefit a local fund or charity (e.g. Scouts, Guides, Women's Institute, or Soldiers' Comforts) the council would pay the organizers for their special fund the profits from paper collected in the parish, less overhead charges.

A contract for collection of waste paper throughout the district was made with a Southampton company which agreed to pay maximum prices for the various grades of paper. A special leaflet was prepared and distributed to local organizers and others, giving full instruction for sorting and bundling newspapers, magazines and other grades, to command the best prices. Old sacks were bought cheaply from a local milling company and some were given by farmers and others. Binder-twine was supplied by the council.

February.—In every parish there is now a waste paper organizer who stimulates public interest and is in charge of the depot where paper is received, graded, bundled and weighed. By careful grouping of parishes it has been possible to fix about a dozen final collecting points, where the contractor calls for collections monthly or at some places fortnightly: when he calls he is expected to leave empty sacks in return for full ones. Transport of bundles and sacks from the parish depots to the final collecting points is done entirely by voluntary help. Economy in petrol is essential: but by careful organization and the co-operation of councillors and others, especially members of Women's Voluntary Services (who have helped the scheme from the start and provided many of the parish organizers), it has always been possible to find a car going in the right direction which could take a load of paper a few miles.

April.—The Council appointed a volunteer salvage officer for each parish, to organize the collection of other forms of scrap, chiefly rags, bones, bottles, and scrap-iron. In most villages the V.S.O. is also the waste paper organizer. Conferences of V.S.O.'s have been held and full instructions given on the methods of salvage advised.

May.—The council owns a depot, comprising several sheds, one housing the council's lorry, in the centre of the southern part of the district. The lorry has to visit the council offices at Winchester at least once a week. Sacks of bones, bottles, or rags are constantly brought by car by councillors and members of the W.V.S. to the council offices, where they are deposited. Every time the lorry calls it takes away the accumulated sacks to the depot, whence they are removed every Tuesday by the salvage contractor.

June.—Arrangements have now been made with a firm of Southampton iron and metal merchants to collect scrap-iron and other metals from parishes in the district. They have made several experimental collections: their routes were carefully planned to economize time and petrol and they were informed as accurately as possible what load to expect in each place. As these collections were successful, it has been decided to organize a drive in the next five weeks to clear every parish in the district of accumulated scrap-iron and other salvable metals. Parishes are given at least a fortnight's notice of the date of collection. Light scrap will be segregated in village dumps and the V.S.O. and other helpers will mark down and make lists of any scrap (e.g. German guns) too heavy to be carried to the dumps. Scrap-iron on farms will normally not be touched, as it is to be collected under a separate scheme organized by the scrap iron and steel campaign.

When the collection of waste-paper began it was hoped to reach a goal of 20 tons a month. The amounts actually collected were: in January and February 11 tons, in March 13 tons, in April 22½ tons, and in May 26½ tons. The gross amount received for April and May was £150, of which £130 has been distributed for special parochial and other funds.

The preliminary scrap-metal collections up to June 7 amounted to about 18 tons, with a net profit of more than £25.

PUBLIC AID WON BY W.V.S. CANVASS

House-to-house visits by members of the W.V.S. are the most effective means of securing the interest of the housewife, says A. T. GOOSEMAN, M. Inst. C.E., city engineer and surveyor, Leicester, who is honorary salvage adviser for his district.

LEICESTER has achieved gratifying results in the salvage campaign, last month's total income being £1,603, compared with £155, seven months ago. This figure will doubtless be increased as the campaign proceeds to its maximum effort.

The biggest problem encountered was to reverse the community's salvage routine and to arouse the interest of the individual housewife. This was most effectively achieved by a house-to-house canvass by the W.V.S., this personal contact resulting in a 25 per cent better response. Addresses have also been given to Women's Institute meetings, and leaflets have been distributed through refuse collectors, shopkeepers, etc., and all municipal and other circulating libraries.

Some apathy still exists in the saving of food scraps, but this is being overcome as the necessity and the beneficial national results are pointed out. Since a scheme was already operating, the disposal of materials has presented no particular difficulty; four times the present amount of pig food collected could be disposed of.

My first action following my appointment as honorary adviser for District No. 8—comprising Leicestershire, Northamptonshire, and Rutlandshire—was to circularise all authorities in the district placing my assistance at their disposal and appealing for their active co-operation. As a result, schemes were inaugurated by the majority, either individually or jointly. These are showing fair progress. To assist small adjoining authorities to begin at once, Leicester accepted their early collections, leaving them free to make their individual arrangements later. This principle has been extended to other larger authorities in the district.

Enthusiasm has been conspicuous in one or two instances. In one urban district of less than 5,000 inhabitants, where doubt was expressed as to the ability to do anything at all, the problem was tackled very energetically and a few weeks ago it was reported that the scheme was producing about £16 per month, at a cost of about £6.

When the total salvage income was reduced to a statistic figure per thousand of the population for comparable purposes it was found that a small urban council with a population of 11,000 had achieved better results than Leicester. In another rural district, the surveyor has obtained very good results by visiting the various parishes in his area and personally addressing meetings.

EXPENSIVE PLANT NOT ESSENTIAL

The belief that salvage plants are necessary for good results is here exploded by R. G. TOTTY, M. Inst. P.C., cleansing superintendent, Stoke-on-Trent, who stresses, also, the value of enthusiasm, publicity, and concentration on one material at a time.

NO local authority need hesitate to-day to busy itself in the national salvage campaign from the belief that it would be out of pocket. It definitely does pay its way at the present time.

I know that smaller authorities may have a little difficulty in disposing of empty food tins and bottles, but the markets for these will come later, and all other materials have a ready sale no matter how small the quantity. If it is possible to transport tins to a nearby large authority for baling, this should be done, even if the practice barely pays its way. My council is taking tins from smaller authorities within a radius of 15 to 18 miles. Authorities which cannot make arrangements with nearby neighbours I would urge to recover tins no matter how large the accumulation grows. There is urgent need for this material, and the larger the accumulation the sooner shall we see portable presses to deal with the material on site. Such a system is, to my mind, the only solution for the scattered urban districts, which, collectively, are capable of producing vast quantities of this much-needed material.

The fact that a small authority has no salvage plant is no excuse for not carrying out intensive salvage work. Stoke-on-Trent has a population of 276,000, collects and disposes of approximately 1,000 tons of refuse a week, and has no salvage plants whatsoever. Indeed, I believe that it is possible to recover larger quantities of certain materials at tips than it is at salvage plants, simply because the material is not mixed together in a rotary screen and thereby damaged or made filthy.

The accompanying table of materials recovered in Stoke-on-Trent will show not only the progress made but the success of the policy of pressing for the recovery of one material until satisfaction is obtained, and then concentrating on the next and so on, until all the materials desired are being recovered in a satisfactory proportion. It is possible to create confusion amongst both employees and householders by asking for too much at once.

Paper (bundled), and bones, are all we ask householders to separate. The remaining materials are put in the dustbin in the normal manner. This system requires neither extra transport nor labour on refuse collection.

The forward bay of each refuse collection vehicle has been partitioned off from the remainder of the body, so large is the quantity of paper given to the collectors in bundles, and no unsightly bags or baskets are visible. Special canvas containers 4 ft. by 4 ft. by 4 ft. have been purchased to receive paper delivered at and picked from the refuse tips. This is transported from all tips at regular intervals throughout the day to the paper baling press at one central depot.

Baling was at first done by hand presses, but the present rate of recovery—60 tons a week—necessitated mechanical means, and a press was constructed from a discarded lorry tipping gear. This press is capable of dealing with one ton an hour if necessary.

During the past fortnight, the system of recovery at the tip face has been changed, and instead of discharging refuse down the face, it is now discharged on the surface and all the unwanted material raked down the tip. This method indicates that even better returns will be shown during the present month.

During the past week, we have made a special appeal to householders for bones, and at the time of writing have the first three days' results, showing a return of 10 cwts. a day. This rate of recovery indicates that it is possible to collect some 20,000 tons per annum throughout England and Wales.

Enthusiasm for the work is necessary, not only by the executive officer but by every employee. Publicity of the right type at the right moment is also needed—and the moment is now. Committees should not hamper their officers in carrying out this work. For my part, I am grateful to my committee for allowing me to choose my markets, and to construct or adapt to meet the needs of the moment.

MATERIALS RECOVERED AT STOKE

Owing to shortage of space the figures for cullet, bones, feeding meals, and fertilizers are excluded.

Month	Paper & Cardboard	Scrap Iron	Non-Ferrous Metals	Textiles	Bottles & Jars	Value
	Tons	Tons	Cwts.	Tons		
Nov.	32	9½	—	18	—	£378
Dec.	58	77	6	18	—	£409
Jan.	92	27	4½	10	—	£404
Feb.	76	65	—	5	—	£484
Mar.	144	43	4½	28	—	£968
Apr.	182	122	1½	28	180	£1,481
May	220	177	62	33	22,700	£1,880
Totals	804	520½	78½	140	22,880	£6,004

TOWN OF 30,000 SAVES 5d. RATE

Brighouse, with a population of only 30,000, *is recovering salvage worth* £3,000 *a year—equivalent to a 5d. rate. Here, C. R. MOSS, A.M.I.S.E., M.I.P.C., M.S.I.A., sanitary inspector, tells how it is done, with voluntary help and publicity.*

THE process of separation and salvage combined with incineration has been the recognised system of refuse disposal in Brighouse, since 1926, when modern refuse disposal works were installed. Between then and the outbreak of war, approximately £8,000 was realised from the sale of salvaged materials. Even as far back as 1933, a scheme for the collection of clean waste paper was operated. This normally produced a revenue of £250 annually. The paper is stored in special compartments or baskets on the collection vehicles.

The galvanised iron dustbin is used by nearly all householders, and refuse is collected weekly. All is disposed of at the disposal works, which consist of a tipping hopper, elevator, rotary screen for dust and cinder screening, with storage hoppers immediately underneath for the storage of the recovered dust and cinder, travelling sorting belt, and incineration unit. A mechanical tin press is used for baling tins, and light metal scrap, and four hand-power paper presses are utilised for the baling of paper.

All the motive power is derived from a small portion of the recovered screened cinder.

The recovery of salvageable materials, such as screened dust, cinders, ferrous, and non-ferrous metals, textiles, glass bottles and jars, cullet, and bones, while a normal section of the cleansing service, has been considerably intensified since the war by regular appeals to householders through the press and the inauguration of "Salvage Weeks." In addition, members of the Women's Voluntary Services are undertaking a house-to-house canvass to urge householders to turn out all their waste materials.

Kitchen waste is placed in a separate receptacle on each collection vehicle and sold to pig keepers. Householders have readily responded to our request to keep it separate.

Careful attention is given to the recovery of salvaged materials, to secure the maximum prices. All textiles are washed and graded; non-ferrous metals are sorted and classified; and paper is graded into four classes—clean newsprint, clean books and magazines, clean mixed waste, and soiled mixed waste.

In the seven months between November 1 and May 31 sales have totalled £914—equivalent to a 1½d. rate. With the increased prices now obtaining, the revenue is growing month by month, and the probable income for the present financial year is estimated at £3,000—equivalent to a 5d. rate or £100 per 1,000 population a year.

SEWAGE MAKES IDEAL FERTILIZER

Sewage sludge provides an ideal substitute for farmyard manure, says G. L. PALING, M.C., A.M., Inst. C.E., borough surveyor, Kingston-upon-Thames, where fertilizer has been made in this way for half a century, to-day at the rate of 1,200 *tons a year.*

THE sludge question is still the crux of sewage problems. The fact that chemical precipitation produces large quantities of sludge was probably one of the arguments against its general adoption.

At Kingston-upon-Thames, the corporation decided that chemical precipitation was the best method for its particular case, and works were laid down as long ago as 1888. These, with modifications to bring the process up to modern requirements, are working satisfactorily to-day.

Having decided on a chemical treatment of sewage, the corporation's next problem was to dispose of the resultant sludge. From the outset it had insisted upon utilising rather than disposing, realising that the sludge was valuable for assisting soil fertility, its humus content making it an ideal substitute for farmyard manure.

Biologists are convinced that we must maintain the humus content of the soil. With the disappearance of the horse, farmers are finding it more difficult to obtain organic manure and are having to use artificial fertilizers, although they realise that you cannot replace humus with chemicals.

The biologist, of course, realises the enormous source of humus in sewage sludge and would like to see the train loads of foodstuffs brought to the towns returning with organic manure to the farms.

At Kingston, aluminium sulphate, manufactured on the premises is used to precipitate the sludge, and charcoal and clay are employed as deodorants. The deposit thus formed in the tanks contains about 90 per cent water, which is reduced by means of filter presses to 60 per cent, and further reduced to 16.5 per cent before the sludge is ground for use as a fertilizer.

For the year ended March 31, 1938, some 1,003,923,000 gallons of sewage were pumped and treated at the Kingston Works, producing approximately 16,000 tons of 90 per cent sludge, 4,000 tons of 60 per cent press cake, and 1,200 tons of dried and ground fertilizer. An analysis of the finished article made recently gave the following results:

Moisture	21.20
*Organic Matter, Ammonia Salts and Water of Hydration	36.40
† Phosphoric Acid (P_2O_5)	2.82
Lime (CaO)	3.87
Potash (K_2O)	0.15
*Containing Nitrogen	2.10
Equal to Ammonia	2.55
†Equal to Phosphate of Lime	6.16

The manure is extensively used by agriculturists and horticulturists throughout the country and, although it has been manufactured at Kingston since 1888, had been produced regularly by the same process at several works in the country since 1868.

700 TONS of WASTE PAPER a MONTH

In addition to other salvage, Edinburgh is now collecting nearly 1lb of waste paper per head per week. G. N. WILSON, B.Sc., inspector of lighting and cleansing, here shows how it is done—and how children can be enlisted as salvage collectors.

FORTY-SIX thousand pounds a year—equivalent to £99 per thousand of the population or 2d. in the rates; that, believe it or not, is the annual value of the salvage sold by the Edinburgh cleansing department in May.

The monthly average, since last September, has increased by 550 per cent—from £658 to £4,256.

One of the principal items of the May sales was wastepaper. This amounted to 690 tons, representing an output of almost a ton and a half per 1,000 of the population in the month—3½ lbs. of paper per head! Bones collected from the refuse and via the school bins amounted to 19 tons, while tin cans were sold to the extent of 296 tons.

While Scotland's capital takes a place in the forefront of the national salvage effort, there is no question of the city resting on her laurels. For instance, when the "Six-Hundred Tons" mark for wastepaper was reached in April, the result was gratifying as being better, probably, than that of any other town in the United Kingdom. But what other towns did or did not was of no concern to Edinburgh. It was obvious that there was still a great deal of waste of paper going on and the campaign was further intensified in May, with the result recorded above. Now, in June, Edinburgh is out to raise its tonnage for the month to over 700.

These statements are not made in glorification of Edinburgh; on the contrary, it is hoped that they will inspire other towns to emulate "Auld Reekie's" example, with consequent gratification to the Minister of Supply in his endeavours to supply War industry with all the raw material it requires.

At this critical stage of the war, there must be no luxury cleansing services. The essentials compatible with hygiene must be performed, and no more. Normal frequencies of collection or street sweeping must be restricted, to liberate transport and men for the task of collecting, sorting, and despatching salvage. Salvage will help to win the war. Luxury cleansing services will have the reverse effect.

Every member of a cleansing staff must be "salvage-conscious" himself, else how can the public be expected to enthuse? Accordingly, occasional lectures on the "Whys and wherefores" of salvage should be delivered to the employees. Wherever they are, wherever they go, cleansing department employees and officials should spread the gospel of "Salvage Our Salvation."

For the guidance of officers in other towns wishing to know how much salvage they should be able to obtain, the following are the figures aimed at in Edinburgh:

Wastepaper—1 ton per 1,000 of population per month.

Tins—½ cwt. per ton of refuse collected.

Bones—1 cwt. per 1,000 of population per month.

Edinburgh has not yet reached her aim in bones, although, with 21 tons in May, it was within two tons of it. In this side of the work the schools are playing a splendid part. All schools have been supplied with bins and the children are asked to bring the household bones, wrapped in paper, and to drop them (in their wrapping) into the bin. In this way, eight to ten tons a month are collected. The scheme has the blessing of the medical officer of health, who scouts the idea of any epidemic arising from such a method of disposing of clean bones straight from the stock pot or dinner joint. The bones are removed several times a week and the bins kept clean and wholesome.

The importance of press publicity in a salvage campaign cannot be over-stressed. To the amount of space given to the various aspects of the campaign in Edinburgh may be attributed much of the success which has attended the city's efforts.

If youth can be enlisted to aid in a salvage scheme, its natural proclivities for unearthing old iron, and other rubbish, can be a source of great value. In Edinburgh, some 3,000 boys and girls of school age have been recruited as salvage wardens and, in three weeks, they gathered 180 tons of salvage. It is important to note that the usual percentage of salvage from the refuse did not decrease, but tended to increase, in this period.

PIGS GROW FAT ON KITCHEN SCRAPS

Tottenham has been a pioneer in the collection of kitchen refuse for the feeding of pigs. Here, H. GURNEY, M.I.P.C., its cleansing superintendent, declares that local authorities could easily save 250,000 tons a year of this valuable food at no extra cost.

THE recent orders issued by the Ministry of Agriculture, reducing the quantity of meal available for feeding pigs and poultry, mean that pig and poultry farmers will have either to reduce their herds or to find alternative supplies of feeding stuffs.

This order emphasises once again the urgent necessity of conserving all so-called waste materials for which a use can be found, and undoubtedly the difficulties of the pig keeper can be lessened, if not eliminated, by the energetic efforts of local authorities who are at present collecting and destroying several hundred thousand tons per year of good feeding stuff in the form of edible kitchen waste produced at dwelling houses.

The collection of swill from hotels, institutions, etc., has always been fairly well covered by private enterprise, but the material available from dwelling houses in the form of kitchen waste—vegetable and bread and meat scraps—is immensely greater in total quantity. At least a quarter of a million tons a year can readily and easily be collected by local authorities with their normal refuse collection services. It can be done without increasing costs and most probably will reduce them.

The separate collection of the material depends entirely on the co-operation of the householder and the local authority. In the large urban districts the willing co-operation of the latter is assured if an intelligent organisation is instituted for regular collections, and, like most other forms of salvage when the system has been reduced to a routine, it is surprising how little trouble is involved.

Generally speaking, the greatest difficulty is to get the scheme started. It is astonishing in these days to hear the reasons put forward for *not* beginning this most important salvage work—reasons which vary from the statement that householders are so careful that they produce no food waste to the equally absurd statement that the cost of collection is six or seven times as great as the value of the material.

In towns where the job is tackled energetically all these difficulties are non-existent and the results are satisfactory.

Space does not permit a treatise on the scientific feeding values of kitchen waste, even were I competent to deal with this aspect. I can, however, state definitely that the material is available, it can be collected, and, what is most important, pigs like it and grow fat and healthy on it.

In my opinion it is the most useful and urgent form of salvage which any local authority can do in these difficult times.

TURN WASTE TO FOOD & FERTILISER

Follow Birmingham's example and turn organic waste into feeding stuffs, fat, and fertiliser, urges J. H. CODLING, M.B.E. A.M.I.Mech.E., F. Inst. P.C., manager of the city's salvage department, which has been a pioneer in this activity.

MAINTENANCE of an adequate supply of feeding stuffs and fertilisers is an increasingly important factor in our war effort. Many municipal authorities can contribute in this, but hesitate to do so, feeling that the supply of raw material is insufficient to warrant the lay-out on plant. I am informed, however, that a plant laid down to treat only 3 tons a week is making a satisfactory return; generally speaking, this amount can easily be exceeded, especially if a few neighbouring local authorities co-operate in the disposal of this class of waste.

The raw material is usually condemned meat, dead animals, fish waste, and animal offals from slaughterhouses. Where only small quantities are available, it is generally advisable to treat them as a mixture for the production of a fertiliser, incidentally securing the valuable fat contained in such tissues. If any one item, such as meat (including dead carcases of cattle and pigs) preponderated, it could be converted, separately, into a valuable feeding meal, and the rest of the raw material processed for a fertiliser.

Condemned meat and the carcases of animals yield about 25 per cent of meat and bone meal—a feeding meal—and about 15 per cent fat—important in the explosives industry. If all the raw materials are treated together for a fertiliser, they will yield about 20 per cent dry product and about 5 per cent fat at least; the yield will depend on the mixture.

The plant used in these operations is simple. Dryers, which are steam-jacketed vessels fitted with stirring apparatus, are necessary; and fat extractors, which are steam turbine driven machines, for the extraction of fat from the product of the dryer. The fat is afterwards clarified in a simple tank, usually fitted with a steam coil. Obviously, therefore, steam and electrical power are essential. The aggregate demand on these, however, is not excessive for the treatment of the waste of a small community. Roughly, about one ton of steam and twenty units of electricity are required to treat one ton of raw material.

The products obtained are in great demand. Fat is bringing over £20 per ton; meat meal over £15 per ton; and a mixed fertiliser, such as is suggested above, should bring about £10 per ton, depending on its composition.

Other communities with steam and electrical power available, even in modest quantity, would find a dryer of the type indicated invaluable for drying down kitchen waste to a powdery condition, when it may be stored indefinitely without decomposition, and sold as and when required for the feeding of hogs. Such a meal will contain about 20 per cent protein and 8 per cent fat, as well as valuable mineral salts.

I suggest, therefore, that some of the smaller communities should investigate the possibilities of their districts, either singly or in co-operation, to assist in this very valuable contribution to the country's ability to feed itself. Finally, no trepidation need be felt on the ground of possibly causing malodour in the vicinity of the plant. The simple and cheap process of chlorination will effectively prevent this.

HOUSEHOLDERS WILL SORT REFUSE

That householders themselves can do much of the work of sorting refuse is the view of H. MARSTON WEBB, B.Sc. M.I.C.E., M.I.M.C.E., city engineer and surveyor, Bristol, whose salvage collections now total nearly £6 per 1000 population a month.

THE Bristol salvage scheme may be considered in three sections — waste paper, general salvage, and kitchen waste. The scheme started with waste paper, and the other sections were added subsequently. Publicity in each case comprised Press advertisements, articles, circulars (distributed by refuse collectors) and wireless announcements.

General salvage and kitchen waste are collected as part of the normal weekly refuse collection. Two-thirds of Bristol's refuse disposal is by controlled tipping or incineration, which provides no salvage facilities.

Waste Paper

The basis of the scheme is the deposit, on request, of a bag at the house, with a prepaid postcard to be sent when nearly ready for collection. On collection, another bag and postcard are left with the householder. Coloured postcards are used to facilitate sorting into various districts for collections, for which special light vehicles with built-up sides are used. The sacks collected are delivered direct to a local mill. The scheme has been operating for 31 weeks and the amount collected has now passed 120 tons a week. Total to date, 1,861 tons.

General Salvage

Rags, bones, bottles, and metals are placed beside the ashbin by the householder and are collected at the same time as the ordinary refuse and placed in sacks attached to the refuse vehicle. This material goes to a control depot where it is sorted before disposal to merchants. Rag sorting, which is an expert job, is carried out by the merchant who pays on the analysis. The scheme has been in operation for 21 weeks and the total revenue from sales to May 31 is approximately £2,140. Collectors are paid, as a bonus, approximately two-thirds of the profit from sales of general salvage and kitchen waste, provided that the general refuse collection costs are not increased.

Kitchen Waste

In response to the appeal for animal feeding stuffs, a scheme was inaugurated and has been in operation for 5 weeks. The householder is asked to keep edible waste dry in a separate receptacle and it is dealt with by the refuse collectors. Approximately 20 tons were collected in the first week and this has gradually increased to 40 tons a week. The number of houses contributing is not more than one in three. With good organisation and enthusiastic co-operation from the public, one ton per 1,000 houses per week can be reached. The material is sold raw at 25s. per ton, or boiled (using waste steam from the destructor) at 40s. per ton. Demand, which lagged at the start, has now overtaken supply. Total collection to date amounts to 120 tons. Every large centre of population could easily provide a large proportion of animal feeding stuffs to consumers within a ten-mile radius.

The total value of salvage collected to date is £6,933. The value of salvage disposed of in May was £2,319, amounting to nearly £6 per 1,000 of population.

Schoolchildren are now to bring waste paper and bones to the schools, from which they are to be cleared daily by our vehicles. This arrangement will considerably augment our collection, especially of bones.

"It's the Chief's idea to give the boys some practice — and it's doubled the salvage collection!"

INCOME INCREASED 900 PER CENT

Modern publicity methods and the use of voluntary helpers have increased Westminster's salvage tenfold, despite the lack of a separation plant, says H. ARDERN, M.B.E., A.M.I.Mech.E., F.Inst.P.C., the city's director of public cleansing.

WESTMINSTER has no refuse separation plant. One was installed in 1923, but owing to the absence of ready markets and low prices for the salvaged materials, resulting in heavy operating costs, it was closed down in 1928 and finally dismantled. Today the refuse is discharged into barges and transported down river to Pitsea. The success of our contribution of salvage material is, therefore, primarily dependent upon the householder keeping the various items separate. The rest is up to the Council's employees to see that the maximum amount of useful material is placed in the sacks provided during normal refuse collection.

With the valuable assistance of the Women's Voluntary Services, every street in the City has been canvassed, about 31,000 handbills have been distributed, and a loud-speaker van has made known our request to the householders, so that it has been possible to arrange a special salvage collection day once a week in each district. Volunteer salvage officers are being asked to keep a watchful eye in the street where they live and to assist in every possible way to increase the quantity of salved materials.

To show how these waste materials are being used in the war effort, a salvage exhibition is being held in empty shops, loaned free by the owners, first in Bond Street and now at Abbey House, Victoria Street. The exhibition has attracted many visitors, not only from Westminster and London, but from all parts of the country. Queen Mary paid a surprise visit in March, and showed keen interest in the exhibits.

The results of the city council's campaign are reflected in the large increase in the monthly amount of materials (paper, textiles, metals, bottles, bones, etc.) collected—rising from 44 tons in December to 312 tons in May, the gross income figures being £119, and £1,180, respectively. These figures do not include items disposed of direct by business premises through trade channels, the amounts of which are believed to be considerable.

HOW AN URBAN DISTRICT SUCCEEDS

Enthusiasm and publicity are the secrets of success in collecting salvage, according to W. E. COOKE, M.I.C.S., M.S.I.A., senior sanitary inspector at Bingley, whose district, with 22,000 population, is making £2,000 a year from it.

OF all the new tasks that municipal officers have been called upon to perform since the outbreak of war, none can be more unusual than the rapid development of salvage and the evolution of the "salvage officer"—that super Syd Walker charged with the collection of vast quantities of "rags, bottles and bones." In the smaller districts, this new duty generally rests with the sanitary inspector or surveyor—an officer already struggling with the weighty burden of civil defence work.

Nevertheless, salvage proves to be a fascinating job, calling for flairs for publicity (to secure the co-operation of householders) and for marketing (to obtain good prices for salvaged materials). Best of all is the healthy rivalry to secure a higher return than one's neighbours on the monthly yellow form, SAL/1.

Ability to infuse the staff of the cleansing department with enthusiasm to collect salvage is of primary importance. The assistance of the public cannot be readily obtained by the mere circulation of a leaflet or the insertion of an advertisement in the local newspaper. They must be continuously approached from many angles, such as the screen, the school, by means of shop window or mobile exhibitions, posters, and the like.

In Bingley, a small urban district with a population of 22,000, partly residential and partly industrial, we are collecting paper—aiming at getting at least one ton per 1,000 of the population per month—tins, rags, carpets, rugs, sacking, string, flock bedding, bones—collected and taken to school by the children—waste food for pigs, and glass jars and bottles. The following table will show the present annual yield per 1,000 of the population:

	Tons	Cwts.	Value £ s. d.
Paper—Clean	12	—	60 0 0
Soiled	1	10	4 10 0
Ferrous Metals—Black Scrap	1	—	2 0 0
Destructor Scrap	2	—	3 15 0
Non-Ferrous Metals	—	½	2 0 0
Textiles	1	10	8 0 0
Bottles (65 doz.)	—	9	1 19 0
Broken Glass (Cullet)	—	10	9 0
Jars (100 doz.)	—	5	2 18 0
KitchenWaste	—	10	18 0
Bones	—	2	6 0
Miscellaneous, Tyres, etc.	—	1	1 0
	19	17½	£86 16 0

Refuse is disposed of at tips, and temporary buildings have been erected for the storage of the salvaged materials.

During recent weeks, salvage has been producing an income of £2,000 a year. In my opinion, many low yields are due to the fact that cleansing staffs have not been augmented to cope with the extra work that salvage entails. Valuable raw material is thus lost to industry, besides a loss of probable profit to the local authority. We are employing five additional men, whose annual wage bill amounts to £750.

Through the B.B.C. and the national Press, the public has been well informed of the need for salvage. It is up to the local salvage officers to see that everyone in their own districts are made aware of the local arrangements for collection. Let us all "go to it" in this valuable work.

FOR HOUSEHUNTERS

WORCESTER PARK, Surrey.—Headquarters official, evacuated to Croyde, wishes to let his own double-fronted corner house at 41, Hazlemere Gardens. Two minutes station (Worcester Park, S.R.). Dining room, drawing room, 3 bedrooms, large kitchen and bathroom, well stocked garden. Rent 35s. p.w. inclusive.—Apply Waller, N.A.L.G.O., Croyde, Braunton, Devon.

Who Wouldn't ?

" Who would not enter the employment of Oldham Corporation if he had the opportunity ? The wages are on a good scale, the corporation is reputed to be anything but understaffed, and at the end of it all there is superannuation. The latest proposal is to grant increases in wages to cover the recent increases in the cost of loving."

—Oldham Evening Chronicle.

* * *

Beauty Hint

Says a Beauty Girl :

" *Keep your wrists shapely and supple by waving them loosely in circles and shaking them violently at odd moments.*"

But don't do it if you live anywhere near an asylum. You never know.

* * *

Anti-Climax Dept.

" This country has reached a point at which, for the first time for 300 years, it is faced with war on its own soil, and the whole idea of film rentals must be re-cast . . ."

—Cinematograph Exhibitors' Bulletin.

* * *

Disappointed

Postcard received by a New York Department Store :

" *At your book sale last week I made several purchases. One of the books was entitled*

' 101 Ways to Please a Man.' Since you in no way indicated that this was a cook book, kindly call for same and credit my account."

It is unseemly that War begin according to any Mad Fellow's will . . . It is but fitting that he who first draweth the knife be overthrown and punished in the end. And it hath oftenest been so . . . that they have lost a war who began it . . .

—Martin Luther.

AT RANDOM

By "Hyperion"

Drawings by **RAMSAY DICKSON**

Fireside Dictator

Woman at Highgate Police Court : " My husband won't allow discussion on any subject. He says his say, then he gives a grunt and says, ' I have spoken.' "

— Evening News.

* * *

An astrologer prophesies that Hitler will marry. But most people think that his undoing will come about in some other way.

—London Opinion.

The Raid

Of the many war stories, I like this one from an anti-aircraft battery on the coast.

The men of the battery must be at their positions within three minutes of an air-raid alarm being received.

For some time they had nothing to do and their commanding officer warned them that he would give them a trial alarm to test their speed and efficiency.

In the middle of the night the alarm sounded. Spurred on by the thought that they were being tested, the men tumbled over one another to get to their posts.

But they were pulled up suddenly by an officer. " All right," he said. " No hurry. It's not the trial. It's a raid."

* * *

Repartee

At a public dinner Cardinal Manning and the Chief Rabbi, Dr. Adler, sat side by side. The latter, it being one of the Jewish feasts, ate hardly anything at all.

Said Manning, let us hope unwittingly :

" Must you never eat ham, Dr. Adler ? "

" I will break my rule," said the Chief Rabbi, " at your Eminence's wedding."

—Evening Standard.

* * *

Heard in Court

I'm not the sort of man to hit my wife, so I just threw her out of the window.

* * *

Party Conversation

" To save money in beauty shops Brenda's holding her face over the washing-up water in

the sink and then pushing it into the refrigerator to close the pores."

—Nathaniel Gubbins

NALGO'S PLEDGE TO NEW MINISTERS

A PLEDGE of unremitting service in the national cause, given on behalf of all NALGO members, and tributes to the work of officers everywhere, are contained in correspondence which has passed between the general secretary and four of the new Cabinet Ministers —Mr. Malcolm MacDonald, Minister of Health, Mr. Ernest Bevin, Minister of Labour and National Service, Mr. A. V. Alexander, First Lord of the Admiralty, and Mr. Ernest Brown, Secretary of State for Scotland. The letters are as follows :

From the general secretary to Mr. Malcolm MacDonald—

" On behalf of my Association, representing 120,000 local government officers throughout the country, may I take this early opportunity of congratulating you on your appointment to the high office which, of all those in his Majesty's Government, is most intimately concerned with local government administration.

" In a message which he was good enough to send to our delegate meeting recently, your predecessor, Mr. Walter Elliot, paid tribute to the ' unstinted effort ' of local government staffs in building up and administering the civil defence services, and emphasised his reliance on their unsparing devotion in the future. I feel confident that I am speaking for every local government officer when I assure you that that trust will never be betrayed, and that the Service, collectively and individually, will give all that it possesses of knowledge, skill, and efficiency in the national cause."

Reliance on the Service

From Mr. Macdonald's private secretary to the general secretary—

" I am desired by Mr. Malcolm MacDonald to acknowledge receipt of your letter of May 23 and to express his appreciation of your Association's good wishes on his appointment as Minister of Health.

" The next few weeks may well prove to be a testing time for the many services for which local authorites in this country are responsible, and he is relying with confidence upon all local government officers to give to the utmost of their knowledge, skill, and efficiency in the national cause."

" Wholehearted Devotion "

From the general secretary to Mr. Ernest Bevin—

" You will have received a large number of congratulatory messages and assurances of support. None is, however, more sincere than that which I am sending you from NALGO.

" This Association represents a very important section of the nation's public servants, and I can assure you of their wholehearted devotion to the cause and success of the task which you have undertaken."

From Mr. Bevin to the general secretary—

" Thank you very much for your letter of May 23. I am indeed grateful for the congratulations and promise of support from NALGO contained in your letter."

NALGO Congratulations

From the general secretary to Mr. A. V. Alexander—

" No one is more pleased than I am to see that the country has again entrusted you with high office in the Government.

" The whole of NALGO congratulates you and sends you united greetings and good wishes.

" The task you have undertaken is a phenomenal one, but we have every confidence in you."

From Mr. Alexander to the general secretary—

" Thank you so much for your kind letter. I am very grateful to you and to the members of the Association for the congratulations and good wishes expressed in it."

Scottish Officers' Loyalty

From the general secretary to Mr. Ernest Brown—

" May I, on behalf of my Association, representing 120,000 members of the staffs of local authorities, including nearly 8,000 in Scotland, offer you our congratulations upon your new position in the Government.

" I know that I can assure you of the loyalty of all Scottish local government officers, and of their determination to fulfil, with wholehearted enthusiasm, whatever additional tasks the Government, through you, may impose upon them for the more effective prosecution of the nation's war effort."

From Mr. Ernest Brown to the general secretary—

" I write to thank you for your letter of May 23 and for the congratulations of your Association on my new appointment.

" I greatly appreciate the assurance of the loyalty of all Scottish local government officers and their determination to do their utmost in helping the nation's war effort. I should like to take this opportunity of expressing my gratitude for the invaluable service which they have given in the past and which I know they will continue to render in the difficult times which lie ahead."

THEY ALSO SERVE—

By "Jackass"

AT a time when many local government officers have already been called on to put into practice the theories evolved during many weary months of stand-by duties, it may be useful to record, for the benefit of those less fortunate, the lessons we in Much Cowslip have learned from the aerial blitzkreig which recently devastated a small and normally peaceful (not to say somnolent) hamlet in our country. Readers will realise that the hamlet concerned is Much Cowslip, but the necessity for preventing information reaching the enemy prohibits my saying so.

Like other authorities, we had a rather complicated but very comprehensive system for rescuing and treating casualties, extinguishing fires, decontaminating gassed areas, demolishing damaged property before it had time to fall down, and generally clearing up whatever mess might be caused. Since this is a publication unlikely to reach Berchtesgaden or the Palazzo Venetia, no great harm can be caused by describing our methods. The Control Centre was (I use the past tense advisedly) at the Lamb and Lion, not only because it was centrally situated, stoutly built, and had a very good cellar in both senses, but also because it had the essential furnishings—a dartboard and a billiards table.

Our personnel had been prepared for every eventuality. A rescue party (manned by volunteer local government officers) had been thoroughly trained by an ex-lifeboatman in saving life. True, he spent most of his time teaching them the use of rocket lines and breeches buoys, but his intentions were good. Our first-aid party (manned by volunteer local government officers) was brisk and enthusiastic, though inclined to be careless about detail. I particularly recall once when I was acting as casualty for training purposes, Blatherpatch sat on my stomach to give me a drink of sal volatile. A small thing perhaps, but it impressed itself on me at the time.

Our decontamination squad (manned by volunteer local government officers) was equally enthusiastic—in fact, they were so lavish with the water when hosing down supposedly contaminated surfaces that we decided we could dispense with an auxiliary fire service. No fire could long survive their efforts to decontaminate it.

The regional controller for our area inspected us several times, and said he always enjoyed our displays. He thought the way in which we had succeeded in manning our services voluntarily was a great tribute to the readiness of the civilian population to make its contribution freely and without compulsion to the war effort. The civilian population all said "Hear, hear," and our volunteer squads also said something which he fortunately failed to hear.

Control room procedure was designed to cope with every possible problem. A large map hung on one wall, for use in plotting the locations of incidents. As the map depicted Europe before the Napoleonic wars, Much Cowslip was not specifically shown, but we had marked its approximate position neatly in ink. As the Clerk said, one bomb would certainly destroy the entire village, so to bother about individual streets and houses would have been unnecessarily pedantic.

Unfortunately, our many practices and the fact that the plotting clerk (a joiner by trade) on one occasion absent-mindedly used a ten-inch nail instead of the pin provided, had pierced a large hole where Much Cowslip ought to have been. Not that it mattered—one had only to stick the pin in the middle of the hole and everyone knew it would have been on Much Cowslip if Much Cowslip had been there for it to be on. Finally, because it harboured cobwebs, we took down the map and simply stuck the pin into the same place on the wall. Everyone knew it would have been on the hole in the map representing Much Cowslip if the map had been in position.

Differently coloured pins denoted various types of incident, and practice messages were always carefully constructed with an eye to the colour scheme which could be obtained with each group of pins. In one way this use of varying colours had its drawbacks, as the plotting clerk proved to be colour blind.

However, we surmounted this difficulty also by arranging that before relying on the colours of the pins, each official must ask the plotting

"Go and tell the gas manager we'll want another 500 bags, Bill—she's filled up during the night."

clerk what colours he thought they were. My only fear was that the plotting clerk—a rather nervous man—might panic and put his pins in the wrong place, thereby affecting the whole course of the raid.

After the coloured pins had been placed in position and checked, the officials representing the various rescue, decontamination, and first-aid services had to be informed that a bomb had fallen. This was largely a matter of form, as they were fairly certain to have heard if not felt it, but the official intimation did at least put the matter on a proper footing and remove any hopes they might have that it was only a thunderstorm after all. When convinced that a bomb actually had fallen, these officials mentioned the matter to the appropriate action squad, who usually replied: "Just a minute, Joe only wants a double-top." A moment or two later they would rush out in a body to rescue, bandage, or squirt, as occasion demanded.

Such, then, was our practice procedure. The only criticism I ever heard was on account of the delay in receiving the original message from the village warden. Not all our ingenuity could obviate this, because the village has no telephone except at the Control Centre, and he was bound to cycle to Buttercup Magna to use the call-box there. It had been suggested that as he passed the Control Centre on his way he could call in and give us preliminary verbal notice, but the Clerk vetoed anything which might delay his arrival at Buttercup Magna. It was essential he should telephone, otherwise the instrument especially installed in the Control Centre would be wasted. We felt we owed it to the nation to see that in Much Cowslip at least nothing was wasted.

Actually, when the raid did occur, our methods varied considerably from the practice plan. When a terrific explosion rocked the village, a good deal of the "Lamb and Lion" fell down. Our telephone was so damaged that the warden, after pedalling with magnificent dash to Buttercup Magna, found it impossible to contact us, eventually gave it up in disgust, and went home to bed. The plotting clerk, in the absence of an official message on the appropriate form, stubbornly declined to put his pins into the hole in the wall, pleading that until he knew which type of bomb it was he could not select the right colour. We felt sure it was high explosive, and pointed out that in any case, owing to his disability, he would probably use the wrong colour. However, he is a man who would rather die on principle than live by compromise, so reasoning was futile.

Eventually, to get the system started, I undertook to go out and ascertain what bomb had fallen and the other information required for the official message form. Donning my tin hat and respirator, I made a brief farewell speech on *morituri-te-salutamus* lines and shook hands with everyone. I was assured afterwards that the hollow booming note imparted by the respirator made my address exceedingly effective. Unfortunately, on turning with a dramatic gesture to the exit, I found it jammed by the explosion, as also was the "alternative means of egress" (officialese for "other door"). Our rescue equipment being, naturally enough, outside the premises, we were powerless to extricate ourselves or to communicate with the outer world. There was nothing we could do except wait as patiently as possible for someone to become inquisitive and look for us.

Much Cowslip people pride themselves on "keeping thessens to thessens," so, although several came along to look at the ruined "Lamb and Lion" and wondered why we didn't come out, no one felt it necessary to do anything until Friday, two days after the raid. On that day the warden attended as usual to collect his weekly wage and, on being told through the keyhole that until we were released his wage could not be paid, took prompt and energetic steps to get us out.

Our exit was all the more impressive because several had to be carried out on stretchers. Actually, they were uninjured, and their difficulty was that for forty-eight hours we had been compelled to exist on the contents of the "Lamb and Lion" cellars. At least one teetotaller had been reformed, and others were heard saying they had never before enjoyed a raid so much. The watching populace, however, unaware of the true state of affairs, cheered and clapped sympathetically, and the "Buttercup Magna World and Cowslip Advertiser" published a half page photograph of the procession subtitled "*Dulce est pro patria*——" They had to use a dash instead of completing the quotation because nobody was actually dead.

Miss Legge, who, I fear, has only a confused recollection of events after her first meal, insists that she is hopelessly compromised by having been locked up with several males for two nights. As at the most only one could marry her, she would remain compromised so far as all the others are concerned, so I fear she can only wait until the gossip has died down. She has hinted that the Clerk, as the "responsible officer" under the Civil Defence Acts, should redeem her reputation by matrimony, but he has threatened her with proceedings for slander if she publicly refers to him as "the responsible officer" again.

In one way we are relieved that the raid took place and did no real harm. On the principle that lightning never strikes twice in the same place, we feel satisfied that there is no possibility of a second bomb falling on Much Cowslip and have accordingly abandoned our A.R.P. scheme entirely. If the impossible happens and we experience a second raid, the civilian population will just have to get along without our aid.

NALGO AND THE T.U.C.

Time to Affiliate Now?

THE Bank Officers Guild has at last taken the plunge and applied for affiliation to the Trades Union Congress. There are now just two organisations of black-coated workers left in splendid (and impotent) isolation—the N.U.T. and NALGO.

How much longer is NALGO to remain shivering on the brink?

The hoary old arguments against affiliation belong to a different—a pre-Hitler—era. The trades union movement is now to all intents and purposes part and parcel of the Government. Mr. Ernest Bevin, the king-pin of trade unionism, is Minister of Labour and National Service, and both Government and governed are aware at last that not only the prosperity, but also the safety of our country depend largely upon the efforts of the organised workers whom the T.U.C. represents.

Never did the T.U.C. have greater influence and power in the affairs of the nation, influence and power which are bound to increase.

Are we going to join their ranks—or will NALGO miss the bus again?

FABIUS.

AGE OF RESERVATION

Can Staffs Be Replaced?

THE Government decision to raise the reservation age for the bulk of local government staffs from 25 to 30 has promoted much discussion, and the following is a summary of some of the comments made.

To the normal duties of promoting and maintaining such essential services as health, education, gas, water, electricity, roads, etc., have been added those arising from food rationing, fuel control, organisation (and to a large extent maintenance) of A.R.P. services, etc., until the local government Service must surely rank as a key industry in the national war effort.

Even in peace time, NALGO stressed that the work of local government officers was of such importance as to require a careful selection of staff, encouraged to qualify themselves by examination and practical experience for the duties they have to perform. In time of war, these duties are even more important.

It seems, therefore, improbable that their tasks can to any large extent be taken over by girls and other comparatively untrained workers. One hears already of difficulty in obtaining girls to fill the vacancies created by the calling up of officers under 25, making it unlikely that sufficient *suitable* labour will be found adequately to fill the gaps left by further depletion.

These arguments suggest that NALGO should do all in its power to retain in the Service those officers who are already trained to carry out efficiently the important and interdependent functions of local authorities. This could be achieved only by maintaining the age of reservation at 25, or even by lowering the age point.

"QUALIFIED CLERICAL OFFICER."

No Official Indispensable?

IT is somewhat distracting to read in LOCAL GOVERNMENT SERVICE letters such as those by "Chief Clerk," "Eagle Eye," and "Six Sympathisers," all of whom, it will be noted, have not the decency to sign their names.

We are a democratic country and at the present time fighting for our very freedom, and it is deplorable to find those disloyal municipal servants who prefer evidently to adopt Hitler's methods by stabbing clerks of councils and chief financial officers in the back.

If "Chief Clerk," who claims that he has been over 30 years in local government Service, is a loyal and truthful member of a municipal staff, and will refresh his memory, he will find that officials who were considered of national importance during the last war were exempted.

How does he arrive at the conclusion that no official in municipal employment is indispensable? Surely a town clerk and a chief financial officer are of great importance, and the remark that they are, after all, only "clerks" is cheap sarcasm, and evidently comes from a chief clerk who does not know of the word loyalty to his chief officer. I prefer to think of the chief clerks I am acquainted with as being of great value, and men who play the game openly and above board.

Under the letter of "Eagle Eye," I fail to see why reference should be made to the town clerk, and if there is a complaint about unfair distinction surely the very nom-de-plume used,

READERS' FORUM

Brevity may or may not be the soul of wit. It is certainly the essence of journalism in these days of rationed publications. Will contributors, therefore, please write as concisely as possible—and then prune again before posting?

"Eagle Eye," has somewhat dimmed sight, otherwise he would approach the matter in the proper way.

Again, the letter signed by "Six Sympathisers" re weekly salaries and support for the hard-ups is surely not a question of national importance, but one that can be decided locally. As a chief officer, I have never regarded the monthly system of payment adopted for the sake of class distinction and prestige. A member of a municipal staff with a minimum number of years' service can surely cut his coat according to his cloth, and while I agree that his first month's waiting period may be difficult, afterwards it is surely a question of good management.

I agree with the "Six Sympathisers" in their last phrase, "Let us be more united." But are letters such as the three mentioned calculated to bring about that united state? I hope that the Readers' Forum of our valuable monthly paper will be put to better use than back-stabbing and bickerings.

Electricity Dept., Bingley. O. G. COOK.

"Big Fish" Ready to Fight

AFTER reading "Chief Clerk's" letter in the June journal, and learning that, after 30 years' service in large and small authorities, he has not aspired to the aquarium of "big fish," it is obvious that he, being reserved by virtue of his years, can have but one motive in agitating for the conscription of youthful chief officials. He apparently wishes to gain in wartime promotion to which, for some reason, he has not aspired in days of peace. His staple diet appears to be sour grapes.

Writing as a chief official just old enough to be "reserved," I would assure green-eyed "Chief Clerk" that the "big fish" are willing (even anxious) to enter the Armed Forces. In conclusion, some chief clerks are only glorified office boys.

Billericay. L. R. COUSINS.

Overtime Danger

BEFORE the end of the year, the staffs of all local authorities will be considerably depleted by more call-ups. It is necessary for local associations to discuss the new position of officers who are reserved, or too old for military service. Are they to be expected to work long hours of overtime, or will local councils engage female replacements?

Economy schemes favour overtime, and I think it should be fought to the utmost. No officer objects to "doing his bit," but it has already been realized by the Government that excessive overtime is becoming detrimental to the health of workers. Officers know too well that local authorities, with few exceptions, do not pay overtime rates. To expect all the work to be carried out as usual with half the number of clerks and officers, is far from reasonable.

If some authorities are "hard up," I suggest that they appeal to capable members of the public to give a hand. There are large numbers of people who want to do something light, without pay. There are also many unemployed black-coats who badly need a job—with pay. Let us think over these things!

"THINKER."

TEMPORARY APPOINTMENTS

Capable Officers Ignored

THE appointment of temporary staff is creating a danger. I suggest that some scheme for action should be formulated for use against the possibility of "temporaries" who have never been in the Service before being put in charge of permanent staff who remain at their jobs instead of receiving promotion, temporary or otherwise.

This is no imaginative idea, for I could quote a case where everything points to this thing happening and where present staff in the department, some of them capable men with from 20 to 30 years' service, are being ignored. Acts of this sort are done by "Quisling" officials (there are some, to their staffs) who are getting their friends in.

Unity is needed now more than ever, and it is up to NALGO to make such tactics futile. In peace time most of the staffs of local authorities are retarded by officials because they do not come under the heading of the 3 "F's"—"Freemasons, Favourites, Friends." In wartime we should at least try to stop this sort of thing and avoid another "F"—Failure.

"LINCS."

SPIRIT OF THE SERVICE

Traditionalism Dying Out

THE letter of G. R. Davies in the May Journal may be likened to a lighthouse in the darkness of local government "traditionalism." The individual initiative of young officers is all too often stultified by senior officers to whom the "precedents" (how I hate that word!) of their grandfathers are an example to be followed wherever they may exist. Since I joined the Service fifteen years ago, however, I am glad to find that this spirit is dying out, as the desire for the perpetuation of a "business" outlook is dying out amongst the majority of the population of these isles.

G. R. Davies and others of his progressive outlook will be interested to hear that at least one Member of Parliament is trying to bring about an improvement in the general outlook of the middle classes (who form the bulk of local government officers), and has put his ideas into active operation. This public-spirited man is Sir Richard Acland, Liberal M.P., whose Penguin book "Unser Kampf" (*Our* Struggle for a New Order), can be obtained from most booksellers for sixpence. Whether we all agree with his proposals or doubt their practicability at the moment (I for one wholeheartedly agree with nearly all), no local government officer, concerned as he is with the service of the public and not with his own private interests, can afford to let this book pass unread. Incidentally, Sir Richard welcomes correspondence on the subject of the book, addressed to 10, Gerald Road, London, S.W.1.

Riversdale, Edge Lane, Chorlton, Manchester 21. T. USHER.

"C.O.s" IN THE SERVICE

Should They Be Supported

CONTRARY to your correspondent, L. H. Possee, of Woolwich (May issue), I hope the National Executive Council will *not* support the two men at Altrincham, nor any others of the same kidney.

How does Mr. Possee (or is it Miss Possee?) regard the local government official who refuses to join NALGO, but calmly accepts all the benefits for which it fights? The inference is obvious. NALGO exists to protect and improve the conditions of our "Service," and should not be exploited for the benefit of fanatics who put everything before "service."

I notice that Mr. Possee (or Miss, as the case may be) draws his salary in a borough which

obtains a great part of its revenue from the manufacture of munitions—thousands of Woolwich ratepayers work in the Arsenal or at Siemen's Brothers—and I wonder how much the "fine and sensitive feelings" he talks about are seared and exacerbated every time he draws his salary from these tainted coffers.

Have done with sanctimonious treacle, and get on with the job of protecting ourselves, our homes, and the local government Service. The latter would quickly come to an end if the enemy had his way. If it comes to the point, we are all conscientious objectors, but it is my "common," not my moral, sense that refuses to be stifled.

119, Craigton Road, Eltham, S.E.9. H. J. SMITH. Bermondsey Branch).

No Advantages for Objectors

THE following resolutions were passed at a meeting of my executive committee on May 2.

That this meeting of the executive committee of the Colne and District branch of N A L G O is of the opinion that those members of the corporation staff who secure exemption from military service consequent to the conscientious objectors' tribunal decisions should not be allowed to secure personal advantage in staff positions or salary during hostilities, and that a copy of this resolution be forwarded to the town council;

That the executive committee undertakes to safeguard, at all times, the positions of local members called up for military service with H.M. Forces; and

That a copy of the above resolutions be sent to N A L G O headquarters, to the N A L G O Journal, and to each local member.

ARTHUR E. KEENE,
Colne and District Branch. Acting Hon. Sec.

"Only Fair Course—Dismissal."

IT must be a source of satisfaction to right-thinking local government officers to read from time to time that authorities are proposing to dispense with the services of conscientious objectors in their employment.

What real conscientious objection could any officer (and, indeed, any Christian person) have? Surely not to fighting for the maintenance of democracy and individual freedom, for which local government stands, and which it is our enemy's one aim to destroy?

Only those who are prepared to enter the struggle to preserve these things are worthy to continue to enjoy the amenities of the Service; for all others the only fair course to adopt is dismissal. ARTHUR F. ROSE.
Mental Treatment Dept., Portsmouth.

MEMBERS IN FORCES
Subscription Problem

IT is regrettable that the Delegate Meeting decided against any reduction of subscriptions for members serving in the Forces. The policy of taking no action will not prevent a large decrease in membership, due to non-payment of subscriptions. First, there are real difficulties in the way of collection; lack of contact, and expenses of postage. Second, members object to paying full subscriptions when they are receiving much less than full civil pay—which means, in some cases, that the member would be paying more by way of subscription than he is receiving in remuneration from his authority.

For members serving in the ranks, the existing scale of subscriptions should be withdrawn. Substitute a continuous scale in proportion to the amount received from the authority (approximately corresponding to the existing scale), ranging from nil per month in the lowest category (i.e. receiving no civil pay), and rising with intervals of 1d.

To overcome the difficulties of collection, the N.E.C. should take steps to secure the co-operation of local authorities, so that the subscription is deducted from the members' salary, as is being done by the Treasury on behalf of the civil servants' staff associations. Finally, failing action by the N.E.C., branches which have substantial reserve funds, accumulated for just such a contingency, should use them to pay the subscriptions of serving members, and keep them in membership.

Collector's Office, Glasgow. W. M. MONCRIEFF.

H. Q. CALLING

News and Gossip from Headquarters 173

A Friend in Need

EVERY day letters are being received from members asking for guidance in their particular problems, and the experience and training of the staff at Headquarters is devoted to giving them advice. A friend in need is invaluable at any time, but a godsend to-day, and Headquarters offers the practical hand of friendship to all members.

Mortgage Repayments

"WHAT is the position with regard to my mortgage repayments when I am called up?" is the question being asked by members of the Nalgo Building Society. The answer is that the Society is doing everything possible to assist members in the Forces, and each case is receiving careful consideration. No definite policy can be laid down, however, since individual circumstances vary considerably. Members who are receiving the balance of civil pay from their employing authorities, or whose houses are let at a rent sufficient to cover the monthly instalment, are expected to meet their full obligations. Nor is the increase in the cost of living so far considered to be a sufficient reason for suspension of normal repayments, since every member is bearing the same burden. Where, however, there has been a real loss of income through the war, the society will consider an application for payment of a reduced instalment and, in special cases, for payment of interest only.

Logomia Offers Protection

DESPITE a natural reluctance to enter into fresh commitments in the unsettled circumstances of last year, Logomia's new business figures for 1939 show only a slight falling off. Nine hundred and eighty-five life policies were issued for a total of £233,771, compared with 1,080 policies for £291,039 in 1938. Fire and householders' insurance policies were down by only 275. This is proof that many members have confidence in the future. Endowment and life assurances are still a good investment, despite the exclusion of war risks, and there is an added saving on the abatement of income tax. It might be advisable for many people to increase the amount of fire and householders' comprehensive insurance, as a protection against the increased cost of replacement of property.

Cost of Living Bonus and N.H.I.

MANY officers seem to be in doubt whether cost of living bonus should be counted in deciding whether they are compulsorily insured under the National Health Insurance Act or not.

Bonus is regarded as remuneration for the purpose of the Act, and an officer whose salary, plus bonus, exceeds £250 ceases to be compulsorily insured. If he wishes to continue this insurance he must apply for voluntary membership. Officers who are members of the Nalgo Approved Society should apply either to their local correspondent or direct to Headquarters for the appropriate form, A.S. 18.

Members may maintain both health and pensions insurance, or maintain one and abandon the other. The health insurance will continue to be administered by the Approved Society, and the pensions insurance by the Ministry of Health; two separate cards will have to be stamped.

Although a member may apply to become a voluntary contributor at any time within a period of approximately 21 months, it must be remembered that arrears will accrue for each week that a contribution is not paid, and it is advisable, therefore, to apply for voluntary membership as soon as possible after ceasing compulsory insurance.

Two New Schemes

THE Provident Society, with over 26,000 insurances, is showing initiative and a non-defeatist policy in launching two new schemes. The first—funeral benefit for children (Table IV)—enables members of the society to insure their children under 10 years of age for funeral expenses up to £15. If no claim arises, a large proportion of the contribution—in some cases as much as £11—is returned. The other scheme is for women and has a dual purpose. It offers protection against the expenses of sickness and at the same time provides for a dowry on marriage or an endowment on payment of a small extra contribution.

Husbands also have not been forgotten, and for a monthly payment of 10s. 6d. a member may receive, among other benefits, £1 1s. a week sick pay, £20 for funeral expenses, and up to £50 for doctors' bills. He may also insure his wife under the death benefit scheme as well as through the hospital and nursing home scheme.

Summer School Abandoned

THE number of members able to promise support to the projected summer school at Oxford in August has been so small that the plans have been abandoned. Regrettable as this decision is, it is hardly surprising. But we still hope to hold Summer Schools next year.

Holidays!

MEMBERS able to get a holiday this year should buy a copy of the wartime edition of the N A L G O Holiday Guide. It costs 8d., including postage, and can be obtained from E. G. Roll & Sons, Ltd., 18-20, Southwark Street, London Bridge, S.E.1. Orders should be given as soon as possible, as the supply is limited.

Even if you cannot take a holiday, you can at least "sport" the N A L G O colours. Sweaters, bathing costumes, blazers, etc., can be obtained from the special activities department at a low cost. But you should buy now, as prices are rising rapidly.

Cayton Bay Taken Over

MEMBERS will not be surprised to hear that Cayton Bay holiday centre may be taken over by the War Office very soon. The decision is not yet final, but would-be holiday makers will be informed as soon as possible.

Branch Circulars

AS part of its drastic economy policy, Headquarters is cutting down the number of branch circulars. The concentration into a single sheet of masses of instructions and information for branch secretaries is being reduced to a fine art. Circular 28/40 deals with many matters in a concise form without losing any of its clearness or omitting to emphasise points of special importance. It calls on branch secretaries to keep their membership records up to date; asks for information from which to compile a Roll of Honour of members serving with the Forces; gives a reminder that copies of "Ethics for the Officer" are still available; instructs secretaries on eligibility of new members; comments on economy measures in postage; refers to the publication of N A L G O Histories No. 2, and concludes with a paragraph on local government and war.

The Vitality of N A L G O

WE cannot do better than end these notes with a quotation from the circular:

"It is vital to our future that the membership should be kept up to maximum strength and that branches should not relax in any way. If there is the slightest indication of lack of interest amongst your members, or an absence of realisation as to what this war means to us, or a need for help in organisation, I (the general secretary) hope you will write to me without delay."

That is the policy of N A L G O, to keep alive and vital everything for which the Association stands, so that local government officers can march along the highway of progress to a glorious and enlightened future.

429 COUNCILS NOW PAYING BONUS

Up to the date of going to press, 429 local authorities had adopted cost-of-living bonus schemes for their official staffs. Of these, 200 had adopted the National Whitley Council scale in full, 24 had adopted that scale with modifications, and 205 had adopted other scales. Detailed figures are :

ENGLAND AND WALES—	N.W.C. Scale in Full	N.W.C. Scale Modified	Other Scales	Total
C.C. ...	2	1	11	14
C.B.	18	8	23	49
Met. B.	—	—	—	—
B.	48	5	47	100
U.D.	81	3	69	153
R.D.	38	4	21	63
Other Auths. ...	13	3	17	33
SCOTLAND—				
C.C.	—	—	7	7
Burghs	—	—	10	10

This month's list, which is additional to those published in previous issues, is :

WHITLEY COUNCIL SCALE

Bonus of 6 per cent on first £300 of salary and 3 per cent on salary in excess of £300, or of £200, whichever is the less.

COUNTY COUNCILS

Oxfordshire

COUNTY BOROUGHS

Worcester — **Barrow-in-Furness**

BOROUGHS

Barry — **Chorley** — **Swindon**
Calne — **Gravesend** — **Watford**
Colne — **Llanelly**

URBAN DISTRICTS

Adlington — **Garforth** — **Rayleigh**
Bedwas and Machen — **Hinckley** — **Rickmansworth**
Formby — **Knottingley** — **Royton**
Frome — **Littleborough** — **Southwick**
Gainsborough — **Portishead** — **Tonbridge**
Portland — **Wardle**

RURAL DISTRICTS

Bedford — **Elham** — **Skipton**
Blackburn — **Highworth** — **Wantage**
Bucklow — **Meriden** — **Wath**
Chester — **New Forest** — **Wharfedale**
Dover — **Ringwood & Fordingbridge**

OTHER AUTHORITIES

Warwickshire and Coventry Joint Committee for Tuberculosis.
Osgoldcross Assessment Committee.
West Cheshire Water Board.
Cheshire Joint Board for Mentally Defectives.

WHITLEY SCALE MODIFIED

COUNTY COUNCILS

Isle of Ely—No bonus on salaries over £500.

COUNTY BOROUGHS

Chester—6 per cent on first £300 only ; officers earning between £300 and £318 to receive £318.
Liverpool—5 per cent on first £300, 2½ per cent on next £200, nothing on salaries over £500.

BOROUGHS

Kidderminster—4 per cent on salaries up to £275.

URBAN DISTRICTS

Knutsford—6 per cent on first £300 only.

RURAL DISTRICTS

Cheadle—6 per cent on first £300 only.

OTHER AUTHORITIES

Trent River Catchment Board—No bonus on salaries over £500.
West Riding Rivers Catchment Board—6 per cent on first £300 only.

NORTH-EASTERN W.C. SCALE

Employees of 18 and over, 2s. p.w. ; under 18, 1s. p.w. in respect of each complete six points rise in the official cost of living index figure from a basic figure of 155. Adjustments to be made at intervals of 3 months from July 1, 1940.
Barnard Castle R.D.—(All officers to receive 1s. p.w. in respect of each six points rise).
Chester-le-Street U.D.

OTHER SCALES

COUNTY COUNCILS

Durham—Age 21 and over, 6s. p.w. ; between 18 and 21, 4s. 6d. p.w. ; between 16 and 18, 3s. p.w. ; salary and bonus not to exceed £300 p.a. from March 1, 1940.
Kent—10 per cent on first 40s. of weekly wages up to 76s., or on first £100 of salaries up to £195.
Northumberland—5s. p.w. to officers of 18 and over ; 2s. 6d. to those under 18 ; provided salary and bonus does not exceed £300 p.a. ; 1s. 6d. p.w. to resident staff whose salaries, excluding emoluments, do not exceed £85 p.a.

COUNTY BOROUGHS

Doncaster—4s. p.w. to officers over 21 ; 2s. p.w. to those under 21 ; half these rates to resident officers ; salary and bonus not to exceed £500.
Leeds—6 per cent on first £300 (minimum £7 10s. p.a.) ; £20 p.a. on salaries between £301 and £500 (with marginal adjustment between £500 and £520) ; resident staff—6 per cent on cash portion of inclusive salaries up to £300 (minimum £3 5s. p.a.) and £10 on inclusive salaries between £300 and £500 (with marginal adjustment from £500 to £510).
Newport (Mon.)—7½ per cent on salaries up to £100 ; 6 per cent between £100 and £150 ; 5 per cent between £150 and £300.
Sheffield—6 per cent on first £300 and 3 per cent on balance up to £500 (with marginal adjustments between £500 and £524).
Southampton—2s. 6d. p.w. on salaries up to £100 ; 5s. p.w. on salaries between £100 and £220 (including value of emoluments).
Wolverhampton—Civil service bonus on salaries up to £400 (juniors under 18, 1s. 6d. p.w. ; between 18 and 21, 2s. 6d. p.w. ; adults earning up to 40s. p.w., 3s. ; earning 40s. to 50s., 4s. ; earning over 50s., 5s. p.w.) ; two-thirds to married men, nothing to single men, in H.M. Forces.
Yarmouth (Great)—3s. p.w. for men; 2s. for women, earning up to £300 ; 1s. 6d. for juniors under 21.

BOROUGHS

Barnes—5 per cent on salaries up to £250 (all between £250 and £262 10s. to be increased to £262 10s.)
Bexhill—6 per cent on salaries up to £200.
Chesterfield—5 per cent on salaries up to £300.
Cleethorpes—3s. p.w. on salaries up to £200.
Colchester—3s. for men, 2s. for women, 1s. 6d. for juniors under 21, restricted to salaries up to £210 and excluding staff on war service.
Droitwich—5s. p.w. to all officers.
Eastleigh—8 per cent on first £100 ; 6 per cent on second £100 ; 4 per cent on third £100 ; nothing on salaries over £300.
Halesowen—£13 p.a. on salaries up to £300.
Hove—4s. p.w. to adult men officers earning up to £3 p.w. ; 3s. p.w. to those earning between £3 and £4 p.w. ; 2s. p.w. to adult women officers.
Ilford—5 per cent on salaries up to £210.
Keighley—6 per cent on salaries not exceeding £240. (Salary and bonus not to exceed £240.)
Lyme Regis—3s. p.w. on salaries or wages up to £4 p.w.
Lytham St. Annes—3s. p.w. on salaries up to £260 p.a. ; consideration in September for higher salaries.
Maidstone—Same as Kent C.C. above.
Newark-on-Trent—3 per cent on salaries or wages up to £100 ; 4 per cent between £100 and £150 ; 5 per cent over £150 ; provided salary and bonus does not exceed £200.
Richmond (Yorks)—3s. p.w. on salaries up to £200 ; 5 per cent from £200 to £300 ; 2½ per cent on balance over £300 ; 1s. 6d. p.w. for part-time officers.
Slough—3s. p.w. on salaries up to £300.
Stafford—5s. p.w. on salaries up to £300.
Sudbury—5s. p.w. to two officers only.
Twickenham—4s. p.w. to men, 3s. to women earning up to £200 ; 2s. 6d. for youths and 1s. 6d. for girls under 21.
Widnes—6 per cent on first £300, with marginal adjustment to £318.

URBAN DISTRICTS

Bishop Auckland—Same as Durham C.C. above.
Bognor Regis—£7 15s. on salaries up to £200.
Brierley Hill—£10 on salaries up to £300.
Brownhills—6 per cent on salaries up to £208.
Cwmbran—4s. p.w. to adults, 2s. to juniors under 21, earning up to £200
Guisborough—4s. p.w. to adults, 2s. to juniors under 18, with salaries up to £275.
Knaresborough—2s. p.w. between 16 and 17 ; 3s. between 18 and 21 ; and 4s. over 21.
Ogmore and Garw—4s. p.w. to all officers ; future increases awarded to workmen by Glamorgan Joint Wages Board to apply to officers.
Otley—5 per cent on first £300 of all salaries.
Padiham—6 per cent on salaries up to £300 (full-time officers only).
Sedgley—£10 p.a. on salaries up to £156.
Skipton—5 per cent on first £150 ; 2½ per cent on remainder up to £350.
Whittlesey—5 per cent on all salaries.
Wigston—5 per cent on salaries up to £250.
Withnell—3s. 6d. p.w. to all officers.

(Continued at foot of next column

Cost of living 16.8% up

The Ministry of Labour cost of living index figures for each of the past six months, showing the increase in the cost of living of a "typical working class family" since July, 1914 (taken as 100) are :

January ...	174	April	178
February ...	177	May	180
March ...	179	June	181

The actual percentage increases in the cost of living since September 1, 1939 (when the index figure was 155) are, therefore :

January ...	12.3	April ...	14.8
February ...	14.2	May ...	16.1
March ...	15.5	June ...	16.8

ROLL OF HONOUR

WE regret to record the following names of members of NALGO reported killed, wounded, or missing while on active service :

KILLED.

Easter, Pte. T. H., R.A., 18, junior clerk, county accountant's department, Essex C.C. Killed in accident in England.

Hall, Gunner Alec, R.A., 21, county education office, Worcestershire C.C., and before his enlistment in October a member of the branch executive. Killed in action.

Langford, Driver George, R.A.S.C., 20, clerk, public assistance department, Essex C.C. Mortally wounded in withdrawal from Dunkirk and died in hospital at Eastbourne.

Nichols, A. C., O.T.C. Regt., R.A., assistant solicitor, Surrey C.C. Accidentally killed while in camp in England.

Russell, Gunner H. J., R.A., clerk, electricity department, Fareham U.D.C. Killed during evacuation of Boulogne.

MISSING

King, Pte. John Chancellor, R.A.S.C., accountancy assistant, Isle of Wight C.C. Missing after the operations at Calais.

WOUNDED

Smith, Sgt. D. W., R.A.S.C., Minehead burial joint committee. Severely injured in action in Norway, now in hospital at Liverpool.

PRISONER OF WAR

Grew, Pte. Joseph Henry, Leicestershire Regt., library assistant, Leicestershire C.C.

Will branch secretaries please inform Headquarters promptly of further names to be added to this Roll of Honour ?

(Continued from preceding column)

RURAL DISTRICTS

Blackwell—6 per cent on first £300 only.
Dursley—7½ per cent on salaries up to £3 p.w. ; 3 per cent on salaries over £3 p.w.
East Elloe—6 per cent on all salaries.
Ennerdale—1s. 8d. for every five points rise in cost-of-living index above 161, adjusted quarterly on preceding 3 months average ; men in H.M. Forces excluded.
Hatfield—5 per cent on salaries up to £250 (minimum bonus £7 16s. p.a.) ; 3s. p.w. on wages up to £4 15s. p.w.
Swale—4s. p.w. on salaries under £4 p.w.
West Dean—6 per cent on first £300 (min. of 2s. p.w. to juniors).

OTHER AUTHORITIES

Birmingham, Tame and Rea District Drainage Board—6 per cent on salaries up to £250 ; £15 p.a. between £250 and £650 ; employees in Forces and civil defence included.
Blyth Post Health Authority—£10 p.a. to adults and £5 to juniors.
Essex Rivers Catchment Board—3s. p.w. for each seven points rise in cost-of-living index above 155, on salaries up to £208.
River Ouse Catchment Board—6 per cent on first £300.

SCOTLAND

BURGHS

Helensburgh—7½ per cent on salaries up to £200 ; 5 per cent between £200 and £300.
Kirkintilloch—2s. p.w. for youths, 1s. 6d. for girls under 18 ; 3s. and 2s. 6d. between 18 and 21 ; 5s. for men, 3s. for women over 21 ; cases of clerk, chamberlain, gas manager, and surveyor to be considered later.
Kirriemuir—2s. p.w. to all employees.

Amendments to Previous Decisions

ENGLAND AND WALES

BOROUGHS

Dover—Previous decision rescinded ; now 6 per cent on all salaries up to £312.
Ilkeston—Previous decision rescinded ; have now adopted National Whitley Council scale.
Peterborough—N.W.C. scale adopted ; bonus applies to serving men with dependants.

URBAN DISTRICTS

Alfreton—In addition to bonus of £10 p.a. to junior staff has granted bonus of 6 per cent on salaries up to £300 to others.
Bedlingtonshire—Previous decision rescinded ; North Eastern Whitley Council scale adopted.

SCOTLAND

Argyll C.C.—Previous decision rescinded ; now 3s. p.w. to officers over 21 ; 1s. 6d. p.w. to officers under 21.

BLACKLISTED

The following local authorities have ignored the appeal made by the Minister of Health for a "fair and reasonable" interpretation of the "gentlemen's agreement" for the making-up of war service pay. They feel under no obligation to employees fighting for the civilization for which they stand and they are paying those employees nothing.

ENGLAND AND WALES

COUNTY COUNCILS

Glamorgan

COUNTY BOROUGHS

Bolton — Burnley — Merthyr Tydfil

BOROUGHS

Accrington — Haslingden — Pudsey
Bridlington — Jarrow — Rawtenstall
Clitheroe — Nelson — Stamford
Colne — New Romney — Tewkesbury
Congleton — Ossett — Todmorden
Darwen — Port Talbot — Wrexham

URBAN DISTRICTS

Abercarn — Featherstone — Pontypridd
Aberdare — Gt. Harwood — Portland
Abertillery — Haydock — Poulton-le-Fylde
Ashton-in-Makerfield — Hebden Royd — Prestatyn
Atherton — Ince-in-Makerfield — Ripponden
Barnoldswick — Kempston — Skegness
Barrowford — Kidsgrove — Skipton
Bedworth — Leighton Buzzard — Stroud
Bingley — Littleborough — Swadlincote
Brierfield — Little Lever — Cleveleys
Caerphilly — Maltby — Turton
Carlton — Milnrow — Walton-le-Dale
Castleford — Mountain Ash — Wardle
Chesham — Normanton — Washington
Cirencester — Oswaldtwistle — Westhoughton
Clayton-le-Moors — Padstow — Whitby
Ebbw Vale — Penrith — Wombwell
Worsley

RURAL DISTRICTS

Carmarthen — Evesham — Okehampton
Cheadle — Garstang — Oswestry
Cirencester — Haverfordwest — Shipston-on-Stour
Clown — Hitchin — Tutbury
Congleton — Horsham — Wadebridge
Cowbridge — Ledbury — Wakefield
Droitwich — Llanelly

SCOTLAND

Dunfermline B. — Fife C.C. — Port Glasgow B.
Lochgelly B.

Officers seeking new appointments will, no doubt, keep these authorities in mind.

959 COUNCILS SUPPLEMENT PAY

UP to the time of going to press, 1056 local authorities had reached decisions on the making up of war service pay. The position then was:

	Full Pay	Qual. Pay	No Pay	No Decsn.
ENGLAND AND WALES—				
County Councils ..	25	35	1	1
County Boroughs ..	34	44	3	2
Metro. Boroughs ..	25	1	—	3
Boroughs	125	93	18	73
Urban Districts ..	147	124	52	249
Rural Districts ..	107	108	20	240
Others	17	9	—	—
SCOTLAND—				
County Councils ..	4	22	—	7
Burghs	4	32	3	156
Others	1	1	—	—
Total	490	469	97	631

The following list gives the additions to those published in previous numbers of LOCAL GOVERNMENT SERVICE:

ENGLAND AND WALES.

Making up Whole Balance of Civil Pay.

BOROUGHS

Okehampton

URBAN DISTRICTS

Gosforth — Longbenton — Ramsey

RURAL DISTRICTS

Cosford — Pontardawe — West Dean

Making Qualified Payments.

COUNTY COUNCILS

Anglesey—Each case on merits.
Carmarthen—*Married men*, full pay up to £300; *Single men*, two-thirds full pay up to £200. Retrospective to beginning of war.
Lindsey—Each case on merits.

BOROUGHS

Aberystwyth—*Married men and Single men with dependants*, pay made up to 75 per cent civil pay from Feb. 1, 1940.
Altrincham—Each case on merits.
Abingdon—*Married men*, civil pay less service pay and 8s. p.w.; *Single men*, 75 per cent of difference between civil pay and service pay, less 8s. p.w.
East Retford—Each case on merits.
Hyde—Allowance of 10s. and discretionary allowance in aid of rent not exceeding 12s., to be assessed according to circumstances.
Leominster—*Unmarried men without dependants*—10 per cent of civil pay up to £36 p.a.; *unmarried men with dependants*—Each case on its merits; *married men*: salary £100 p.a. or less, civil pay less services pay; between £100 and £200, five-sixths civil pay, less service pay; between £200 and £300, fourth-fifths civil pay, etc.; between £300 and £400, three-quarters civil pay, etc.; over £400—each case on merits: provided no employee receives less than he would have received had his salary been the maximum of the next lower grade.
Lyme Regis—Each case on merits.
Worksop—Cases of hardship only considered.

URBAN DISTRICTS

Hinckley—Cases of hardship considered.
Hucknall—*Married men*, pay made up less 16s. p.w.; *Single men*, each case on merits; scheme to be reviewed in six months.
Padiham—Each case on merits.
Tring—Each case on merits.

RURAL DISTRICTS

Cardiff—Civil pay less service pay and allowances plus 10s. p.w. in cases of exceptional hardship only, restricted to permanent employees: civil pay deemed not to exceed £250 p.a.
Spilsby—Cases of hardship considered.
Winchester—Pay made up to officers who enlisted before the war or who were instructed by council to refrain from volunteering before they were called up; other cases on merits.
Worksop—Pay made up, less 10s. 6d. p.w.

SCOTLAND

Making Qualified Payments.

BURGHS

Peterhead—*Married men*, pay made up; *Single men*, civil pay less service pay and 10s. p.w.

Shortage of space makes it impossible to publish details of the decisions of local authorities which have amended their original schemes. This is the last list of war pay decisions we shall publish: a complete record will, however, be kept at Headquarters, from which branches and members will be able to obtain all the information they need.

In the May journal, Colne was stated to be treating each case on merits. This should have been Calne; Colne is paying nothing.

SALARIES CAMPAIGN CONTINUES

DESPITE war-time preoccupations, NALGO's campaign for adequate salaries and conditions for all officers continues, as the following details of recent successes show.

MIDLAND REGION

Merthyr Tydfil, C.B., Bedwellty U.D.C., and **Caerphilly U.D.C.** have adopted the scales recommended by the South Wales provincial council.

Monmouth C.C. has agreed to pay bonuses to officials who pass specified examinations.

Oldbury, Solihull U.D.C. and **Uttoxeter U.D.C.** have recently joined the West Midlands provincial council.

Rhondda U.D.C. has abolished the special scale for junior clerks £55+£9—£104 and re-established the old scale £65+£10—£130 from April 1, 1940. Junior clerks on the old scale are to be placed in the relative position on the new.

Warwickshire C.C. has approved an increase from £150 to £160 p.a. in the salaries of senior typists, and fixed the maximum for women third-class clerks at £200, with increments of £15.

Wednesbury branch has attained 100 per cent. membership.

NORTH-WESTERN AND N. WALES

Atherton U.D.C. has improved the salary of senior rent collector from £215 to £230, with a further annual increment of £15 to £260 (Grade A, L.&C.P.C. scales).

Cheshire C.C. has revised the scales of salaries for women as follows:

Grade A— £35+£10— £95
Grade B— £80+£10—£130
Grade C—£120+£10—£200

Clerks promoted to Grade C must have six years local government service and a special increment for each grade may be granted in cases of exceptional and long service.

Kirkham U.D.C. has increased the salary of sanitary inspector from £220 to £270, on application by NALGO.

Millom R.D.C. has adopted a grading scheme submitted by the Lancashire and Cheshire provincial council on June 4, 1940.

Stretford M.B. has increased sickness allowances from two months full pay and two months half pay to three months in each case.

Tintwistle R.D.C., on a recommendation from NALGO, has valued the position of clerk to the council at £250 (part-time).

Winsford U.D.C. has adopted the salary scales of the Lancashire and Cheshire provincial council, general division, up to £180 only (males), from April 1, 1940.

SOUTHERN REGION

Acton B.C. has agreed to establish a local joint committee.

Oxford C.B. has resolved that hospital nursing staffs shall be paid in accordance with the scale laid down by NALGO.

Paddington M.B.C. has adopted the London district council scale of salaries for temporary staffs. The rates of pay up to age 22 are equivalent to the London district council scale for permanent staffs and provide a minimum of £180 p.a. for officers over 22. The council has also adopted the following revised scale for women shorthand-typists (permanent and temporary):

Age 17—£2 5s. p.w. — Age 20—£3 p.w.
18—£2 10s. p.w. — 21—£3 5s., rising
19—£2 15s. p.w. — by annual increments of 5s. p.w. to £3 15s.

Wandsworth M.B.C. has adopted the following revised scales for junior officers:

Grade A clerks and male Grade E library assistants on April 1 on which, or next following on which they attain the age of 21—£150 p.a.

Grade D clerks and female grade E library assistants, on April 1 on which, or next following on which they attain the age of 21—£135 p.a.

Winchester R.D.C. has established a local joint committee.

(Continued from next column)

attitude on the schedule of reserved occupations. There was much discussion on the question whether Whitleyism was worth while, and Mr. Mortimer agreed to submit a full report for the next meeting.

At **Dundee**, the divisional secretary interviewed a sub-committee of the corporation on sick pay. It is understood that the sub-committee has recommended adoption of the Glasgow scale, which is better than Dundee's present scale.

Mr. **A. G. M. Archibald**, the chairman of the Scottish Council, who has been on sick leave for the past month, is much better, and hopes to be back at work soon.

SCOTTISH NOTES

THE employers' side of the Scottish Whitley Council has refused to give way on the cost of living question. When the council met on June 5, the employers adhered to their original proposal for a bonus of 5 per cent on salaries not exceeding £250. All arguments by the staff side for increasing the bonus to £350—a step that would avoid anomalies, cover all graded staffs, and help many householders especially hard hit by the rise in prices—were rejected.

Successful applications reported at the last meeting of the executive of the Glasgow branch included:

REGISTRARS AND ASSISTANT REGISTRARS—maximum raised to £445, with a new grade for assistants rising to £270, in addition to the old grade rising to £300.

LIBRARY STAFFS—Maxima raised as follows: district librarians from £370 to £400; male assistants, first grade, from £295 to £350; second grade, from £245 to £265; third grade, from £210 to £225. In addition, those on grades 2 and 3 have their maxima increased by £15 on passing certain examinations. The maximum of the third grade for women is increased from £150 to £165.

GAS DEPARTMENT—Clerical staffs are to be promoted to second grade after 20 years' service, and to first grade after 30 years' service

HOUSING DEPARTMENT TIMEKEEPERS—New grade of £3 15s. to £5 p.w. by annual increments of 5s. p.w.

WATER DEPARTMENT INSPECTORS—Increments increased so that the maximum is reached in five years instead of ten.

The Burgh of **Stirling** has adopted new graded scales which are a considerable improvement on the old ones.

When the **Kirkcudbright** branch held a business meeting on May 31, Mr. Mortimer, the Scottish secretary, described the negotiations in the Scottish Whitley Council and the Association's

(Continued at foot of preceding page)

HOLIDAYS
Where to Stay

BEXHILL.—"Raymyll" Private Hotel, Sea Road. Excellent position, min. beach, close De La Warr Pavilion. H. & C. throughout. Excellent cuisine. From 3 gns.—**Mrs. E. Calvert Brown.** Phone: 1721.

BLACKPOOL.—"Ryebank," 12, Derby Road 30 yds. North Prom. Separate tables, Lounge, Room cars. H. & C. 8s. 6d. day. Ex-Nalgoite.—**A. C. Ladkin.** Phone: 1348.

BLACKPOOL.—"The Astley," 36, Adelaide Street. Minute Promenade, Winter Gardens. H. & C. water. Lounge. Terms 8s. 6d.—**Chew's.** Phone: 2413.

BOURNEMOUTH.—69, Lansdowne Road. Board Residence. Splendid Food. Perfect Freedom. Near Sea, Stn. Free Parking. June, July 45s. Aug., 2 gns.—**Rouse.**

BOSCOMBE.—"Rathmore," Sea Road. Near sea, amusements. Sep. tables, hotel catering. From 2 gns.—**Mr. & Mrs. Harris.** Phone: Boscombe 2491.

BOURNEMOUTH—(Boscombe).—"Farlow" Private Hotel. Accommodation 40 guests. Near sea, shops, amusements. H. & C. water. Recreation room, free parking. Putting lawns. 2½ gns. August 3 gns.—**Mrs. HELLIER.** Phone: (Bos.) 865.

BOURNEMOUTH.—"Chilterns," Westby Road, Boscombe. Comfortable, sociable, homely. Sunny position, facing south. Near sea, shops and amusements. H. & C. all bedrooms. From 2 gns. (including use beach hut). Garage and free parking.—**Mrs. E. M. Jackson.** Phone: Bos. 539

BOURNEMOUTH.—"Eversley," Durley Road. Board-residence. Charmingly situated in own lovely grounds. Lawn games. Unrivalled position. Minute sea. Near pier, pavilion, and all attractions. Modern comfort (including H. & C. running water in bedrooms). Excellent varied menu. Congenial company. Enjoy your next holiday. Comfort, cleanliness, good cooking personally assured. Free parking for cars. "Nalgoites" highly recommended.—**Mr. & Mrs. Pyne.** Phone: 283.

BOURNEMOUTH.—"Midlothian," St. Michael's Road. Accom. 30. Min. Sea. Lib. Menu. H. & C. From 2 gns.—**Miss Simpson.** Phone: 6103.

BOURNEMOUTH.—"Winchmore" P.H., Knyveton Road, East Cliff. Pleasant Garden. Close Sea, Tennis, H. & C., Gas Fires. From 2½ gns.—**Gamble.** Phone: 3130.

BOURNEMOUTH for Sunshine, and "WIMBLEDON HALL" for

"The Holiday You Have Longed For"

Don't be disappointed this year. Write for our new booklet **"THE HALL OF DELIGHT"** and copies of our Menu, which will assist you in your decision.

Magnificent New Ball Room and Sun Lounge.
SPRING TERMS From 2½ Guineas.
SUMMER TERMS From 3 Guineas.
Tariff: **G.S. Horspool.**

BOWNESS - ON - WINDERMERE.—"Chestnut Tree" Cafe, Crag Brow. First-Class Luncheons, Teas, parties catered for.—**Miss Yeates.**

BRIGHTON.—"Lauriston," 20, Atlingworth Street. Boarding Establishment. 3 doors Sea. English catering. From 2 gns.—**Mrs. Laurie.** Phone: 6073.

BRIDLINGTON.—London Private Hotel, North Side. Full sea view, near all amusements and Hard Tennis Courts. Bathing from house. Open all year round. Hot and cold water in bedrooms.—**Mr. and Mrs. Marson.** Phone: 2530.

CORNWALL.—Bodinnar Farm, New-bridge Penzance.—Board residence, good cooking, farm produce. Moderate terms.—**Mrs. Eddy.**

CORNWALL (SOUTH).—"Atlantic View" Private Hotel, Porthleven. Magnificent sea views Central, Lizard and Penzance. Minute Beach. Excellent beds, cuisine, service. From 2½ gns.—**Matthews.**

EASTBOURNE.—"Brunswick House," Lascelles Terrace. Overlooking sea, downs. H. & C. Bedrooms. From 2½ gns. Winter. Summer from 3 gns. Phone: 1044.

EASTBOURNE.—"Garfield," 90, Royal Parade. Situated sea front. Close amusements. Excellent cuisine. Highly recommended. Moderate terms.—**Mrs. Jarrow.**

EASTBOURNE.—"Chesholme," Langley Road. Central, near sea. Highly recommended.—**Mrs. Thomas.** Phone: 238.

EASTBOURNE.—"Snaresbrook" Private Hotel, Lascelles Terrace. Adjoining Sea. Min. Wish Tower. H. & C., gas fires. From 3 gns. Phone: 5092.

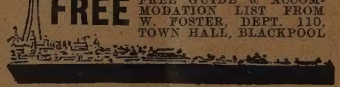
EASTBOURNE.—Elaines, Happisbough House, Colonnade Gardens. Overlooking Pier. From 45s. inclusive. Midday dinner, Supper from 6.30 until 10.30. Phone: 3248

Britain's Major Holiday Resort

3 MAJOR ATTRACTIONS—HEALTH —SPORT—ENTERTAINMENT

Let Blackpool's tonic air be your first line of defence to your health. Every entertainment and sport in full swing on a grand scale. No shortage of accommodation, no restriction of holiday pleasure.

Blackpool



FREE FREE GUIDE & ACCOMMODATION LIST FROM W. FOSTER, DEPT. 110, TOWN HALL, BLACKPOOL

EASTBOURNE.—The Bourne P.H. For happy holidays. Central. Near sea, amusements. Good catering. Recommended C.S. 2½ to 3½ gns. Phone: 2675.

EASTBOURNE.—"Minerva," 10, Elms Avenue. Board-residence. ½ min. pier. Cuisine and service highly recommended. Moderate.—**Miss Bamford Lyons.**

EASTBOURNE.—"Trenault House," Ceylon Place. Exceedingly comfortable board residence. Min. Pier, central. Plenty Excellent food. April-May 35s., June £2, July £2 12s. 6d., August £3, September—first two weeks £2 12s. 6d., latter £2 5s.—**Mrs. Brown.** Phone: 4161.

EASTBOURNE.—"Royal," 8 to 9, Marine Parade. Rebuilt 1938. Open view of sea. Sun lounge. H. & C. all bedrooms. Terms from 47s. 6d. weekly.—**G. ELLIS.**

FOREST OF DEAN, SEVERN-WYE VALLEYS.—Littledean Guest House, Littledean, Glos. Beautifully situated; 600 ft. altitude. Eighty rooms; 5 acres. Billiards, dancing, lawn games, golf, organized entertainments. Board-res. 55s. to 70s. Illustrated prospectus "W. G." free.

GRANGE-OVER-SANDS.—"Granville." Apts. Brd. Facing sea. 2 minutes from bathing pool.—**Mrs. Vickers.**

HASTINGS & ST. LEONARDS.—"Normanhurst."—The hotel for happy holidays. Centre sea front, H. & C. throughout, bathing from house. 2½ to 3½ gns. Hastings 944.

INSTOW, N. DEVON.—Summer Bungalow, sitting, 2 double bedrooms, kitchen, etc. Minute sea, bathing. Terms moderate.—**Box No. L.G.S. 61, c/o Darby's, 24 Black Friars Lane, London, E.C.4.**

South-without doubt!

Littlehampton

Wake up to **SUNSHINE, SPARKLING BLUE SEA,** and peaceful enjoyment in delightful surroundings. **Official Guide from H. Thistle, Council Offices, Littlehampton, Sussex.**

LLANDUDNO.—"Almira," Lloyd Street. Ideally situated, close sea, shops, amusements, garage, bed-breakfast, apartments (board optional). Modern comforts; good cooking; terms reasonable. Recommended.—**Mrs. C. Parry.**

LLANDUDNO WYECLIFFE PRIVATE HOTEL
Phone: LLANDUDNO 712511

—Situated on sea front, Promenade. Nearly opp. Pier. Recommended A.A., R.A.C., C.V.M. Hot and cold running water in all bedrooms. All Beds fitted with Vi-Spring or Nesta Spring Mattresses. Bathing from Hotel. Sep. tables. Ex. Cuisine. Open all the year. Illustrated Tariff Booklet of the Resident Proprietor, **Tracy Thompson.**

LLANDUDNO.—"Llys Madoc," Charlton Street. Board-residence, mid-day dinner. Separate tables. Terms moderate. Interior spring mattresses. Recommended by N A L G O Members.—**Mrs. B. J. Leach.** Phone: 6864.

LONDON.—33, Gower Street, W.C.1. Rooms, Service, good breakfast, 5s. nightly, 25s. weekly. Central position. Official shelter opposite.—**Manageress.**

NEWQUAY.—"Scarsdale," Atlantic Road. Board-residence, bed-breakfast; central. Overlooking sea and golf course. Close to harbour. Bathing from house. From 2 gns.—**Mrs. Giddings.**

PAIGNTON.—"Avonlea," Carlton Drive. Comfortable board residence. Terms moderate, recommended. Nalgoite.—**Cross.**

PAIGNTON.—Hotel Atherfield, Cleveland Road, Goodrington. First class accommodation and cuisine. H. & C. Bedrooms.—**Mrs. P. Rey.**

PAIGNTON.—"Penvorder," Garfield Road. Board residence. Minute sea.—**Mrs. Byfield.** Phone: 57287.

PAIGNTON.—"South Sands," Alta Vista Road. Adjoining the new Cliff Walk and Esplanade. H. & C. in all bedrooms. Parking and garage. Terms from 2 gns.—**Mrs. Osborn.** Phone: 57231.

RHOS-ON-SEA.—"Monksweir," Colwyn Avenue. Phone: 48110. Near sea-front, Swimming Pool, Miniature Golf Course, Rec. Per. supervision. July and Aug., from 10s. 6d. day. Also in **London, S.W.10**; Bed-sitting rooms with partial board. Single from 2 gns., double 37s. 6d. each weekly. Phone: FLAxman 8667.

RHYL, North Wales.—For a Happy Holiday try **9, Windsor Street.** Ideally situated, close to sea, station, all amusements. Children welcomed; no restrictions. Aparts. or board-res.; bed and breakfast. Every comfort; cleanliness; good cooking. Reasonable terms.—Highly recommended.—**Mrs. Wagstaff.**

RYDE.—"Brantoria," St. Thomas St. Comfortable home. Sep. tables. B. & B. Board.—**Mrs. Brantom.**

SEAFORD.—Haddon Hall, Esplanade. Newly decorated, H. & C., interior spring mattresses. Electric fires throughout, bathing from hotel, good catering, from 58s. 6d. to 3½ gns. Dogs 5s. weekly. Phone: 2944.

SHANKLIN.—"Hazel Dell" Guest House. Sup. bd.-res. Central 3 min., sea, shops. Good food. Bedrooms (H. & C.). Moderate terms.—**Mrs. Elliott.**

SHANKLIN, Isle of Wight.—The Keats Green Hotel. Facing sea on Keats Green. High class board-residence, H. & C. all bedrooms. Moderate terms, well recommended R.A.C. and A.A.—**Mr. and Miss Shortt, Prop.** telegrams-phone: 2164 Shanklin.

TORQUAY (Babbacombe).—"Chalet Rose" Hotel, adjoining sea front. Few yards cliff lift to Beaches. Bathing from house. Boating, fishing. Central Amusements. H. & C. Bedrooms. Excellent cuisine from 2½ gns. or B. & B.—Phone 87935.

TORQUAY
Nethway Private Hotel, Falkland Road

Ideal situation. Full sea view. Within easy walk of sea front, bathing, etc. Hot and Cold water in every Bedroom. Terms 2½ gns. to 3½ gns. Please write for tariff brochure.—**Mr. & Mrs. Williams** (son a "Nalgoite"—Torquay Branch). Phone: 2151.

TORQUAY.—"Santa Lucia," Lisburne Crescent. Magnificent and central position. Our terms, £2 10s. to 3 gns., include afternoon tea, bath (H. & C. all bedrooms), billiards, Table tennis, darts, etc. B.B. 5s. Write early. Phone: 3889.

TORQUAY.—Why not? The Bay View Private Hotel, Tor Church, Road. Most central sunny position. Gorgeous sea view. Best English food. Every comfort and freedom. Garage. Terms from 2½ gns. —**G. Sury.** Phone: 2766.

TORQUAY.—Astwell Hall Hotel. 200 feet, sea frontage with finest view of Torbay. H. & C. in all bedrooms. Central heating. "Vita" Sun Lounge. Dancing. Bathing from hotel. Garages. **Special terms to Nalgoites.**—Res. Prop. **W. Riley,** Ex-Nalgoite, Scarborough Branch. Phone: 2698.

VENTNOR.—"Roslyn" Facing sea. Min. Pier. H. & C. all rooms. "Beautyrest" mattresses. English Fare. Extremely Mod. Terms.—**A. G. O. WHATSON.** Phone: 385.

WORTHING.—"Runnemede," 175 Brighton Road. Facing sea; open all year; every convenience; Boarding or Apartments; electric light. Terms from 2 gns.—**E. G. Smith.** Phone: Worthing 2027.

BUNGALOWS

Bungalette **DUNSTER BEACH.** All Electric. Lovely surroundings. **1 Beulah Road, London, E.17.**—Stamp.

MISCELLANEOUS

RAILWAY LOST PROPERTY (Sales Dept.) offer super Bargains in Fur Coats, Silver Foxes and the latest Capes and Coatees. Also Travel Luggage, Sports Goods Tennis, etc.—**41-42, Parliament St., Whitehall, S.W.** Phone: Abbey 5724.

BRANCH MAGAZINES MUST HANG ON

By Norman H. Rogers

RECENT developments have made the task of producing branch magazines still more difficult. Reduction of paper supplies has provided a problem for editors, whilst the raising of the reserved age will cause anxiety to branch executives proud of their journals.

The production problem, difficult as it is, can be solved more readily than can that of finding a suitable successor to be editor. Whatever the discouragements, however, it should be a firm resolve of branches to maintain their journals, which are now more important than ever in view of the reduction in size and possible cut in circulation of LOCAL GOVERNMENT SERVICE. Indeed, with increased work among officers, transfer of staff to the Forces, influx of "temporaries," and the elimination of social functions, the branch journal will, in fact, soon be the only means left of keeping NALGO's flag flying in the branches.

Problem number one can be overcome. The editor's first aim should be to maintain publication at the usual periods. Printed journals should emulate "L.G.S.," using smaller type, narrower margins, and more condensed headings, whilst duplicated journals should use elite type and print on both sides of the sheet. Redundant national announcements which have appeared in "L.G.S." should, where possible, be eliminated. In both printed and duplicated journals the fullest use of the "blue pencil" should be made on literary effusions. There is now no room for excess verbiage, and, in any case, most articles improve with skilful pruning.

As far as possible, journals should restrict themselves to material directly relative to the branch. Articles on matters of general national importance, such as national savings, digging for victory, cooking, etc., become redundant in view of the amount of government propaganda now in operation. Where, however, the branch is actively co-operating in any of these schemes, then, of course, reference should be made—but, otherwise, such material is unnecessary. Whether journals should now publish jokes, "brain-twisters," crossword puzzles and the like must be left to the discretion of editors; but it should be noted that most of the leading journals utilise their spare space (if any) for announcements and reports of branch interest. Where journals are issued free of charge to members, readers should be called upon to share copies, thus enabling circulation to be reduced by at least 50 per cent.

The second, and more difficult, problem of finding a successor to an editor, will be dealt with next month.

Two fresh publications have come to hand. THE JOURNAL, edited by secretary **H. E. P. Cullen,** of the **Port of London Authority Upper Division Staff** Branch, is a serious seven-page pamphlet, dealing straightforwardly with the affairs of the branch. Its value lies in the fact that it gives its readers a clear and concise outline of all that is being done on their behalf by the executive.

From **Hereford City** branch comes WYESIDE MEANDERINGS, a twice-yearly publication edited by secretary **R. A. Swindlehurst,** in aid of the B. and O. Fund. A monthly news-sheet of four foolscap pages is circulated to all members and "W. M." is designed as a special supplement intended to create more interest by means of humour.

The two outstanding journals of the month are THE GUILD JOURNAL (**Manchester**) and CAMERA PRINCIPIS (**Coventry**). The latter has begun a fine new series, "Local Government After this War." Incidentally, there is still a lack of good documentary stories about the present day. IN AND OUT (**Ealing**) has started a series by "Onlooker," though even that does not give any prominence to the huge problems of a rate office, such as evacuation, ratepayers in the Forces, and so on. Editors should use to the utmost their facilities for throwing into strong relief the war work and problems of the local government officer.

DIPLOMA IN PUBLIC ADMINISTRATION

Wolsey Hall prepares candidates for D.P.A. Examinations by means of postal courses drawn up and individually conducted by highly-qualified graduate tutors. A Guarantee is given that in the event of failure, tuition will be continued free of charge. At the 1939 Examination (Extension Scheme) 9 Wolsey Hall Students obtained the Diplomas, forming OVER THE PASS LIST.

FREE PROSPECTUS

from the Director of Studies, Dept. RH 29,

WOLSEY HALL, OXFORD

An offer Worth Accepting **COUPON** Privileges to Members

To KENDAL & DENT

Watchmakers to the Admiralty, etc.
Manufacturing Goldsmiths,
106 CHEAPSIDE, LONDON, E.C.2.

Please send me free of charge, a new "Privilege Ticket" relating to your offer of SPECIAL TERMS to Public Officials.

Name (in full).....

Office Address.....

(in full).....

.....

This coupon may be posted in envelope (unsealed) under one penny stamp.

L.G.S.

MINSEC

Beetles, crickets, ants, etc. Minsec positively kills every kind of insect. £10 worth will clear 100 old badly-infested properties. Chief Sanitary Inspectors are invited to apply for generous free sample. Readers can clear their homes with one drum, 1s. 2d., post free.—**Minsec Co., Newport, Mon.**

RADIO

Bankrupt Bargains, GENUINE OFFER. Brand new 1939-40 models, makers' sealed cartons, with guarantees at 30% to 40% below listed prices: also portables, midgets. Send 1½d. stamp lists. **Radio Bargains, Dept. L.G.S. 261-3 Lichfield Road, Aston, Birmingham.**

If those interested in philately will communicate with **Box L.G.S. 62, c/o Darby's, 24, Black Friars Lane, London, E.C.4,** they may hear something to their advantage.

Furs at WHOLESALE PRICES!

As a Public Official we offer you the opportunity of securing fine quality furs strictly at trade prices. Illustrated is an example of value. A beautiful Fox Tie in the new two skin effect

Our Wholesale Price **10 gns.**

DEFERRED TERMS

Can be arranged for payments over 12 or 18 months if desired

NEW CATALOGUE

Showing latest Fur Models Free on Request

FURS SENT ON APPROVAL

UNITED FUR FACTORS

Wholesale Furriers

205 REGENT STREET, LONDON, W.1.

2nd Floor (Opposite Liberty's)

FOUNTAIN PENS

at nearly HALF-PRICE to Members of the NALGO.

We have purchased from a well-known manufacturer one gross only of their Fountain Pens. These Pens are usually sold at 10/6. We can supply Members at the greatly reduced price of

5/6 each

These Pens are lever filling, fitted with 14 ct. gold nib and Iridium tipped. State whether Fine, Medium or Broad nib.

THE COBHAM TRADING CO., Cobham House, 24/26, Black Friar's Lane, LONDON, E.C.4.

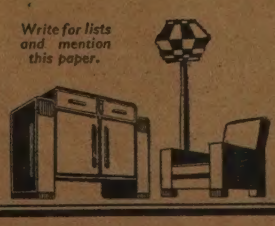
C. & R. LIGHT,

Telephone: BIS. 3952

54 Great Eastern Street, London, E.C.2

"BRITISHER" GRADED FURNITURE WITH 100 YEARS REPUTATION

Write for lists and mention this paper.



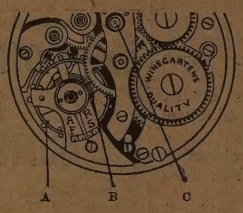
Reproduction Antique, Modern Handmade, Unit, and Made-to-measure Furniture and Upholstery.

Special Terms to Public Officials.

Trust WINEGARTENS to produce a trustworthy WATCH!

£3 15 0

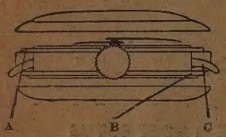
There are thousands of people in all walks of life who have a WINEGARTEN Watch for personal or business use, because a WINEGARTEN Watch—no matter how much or how little you pay for it—is made by highly skilled craftsmen. Each Watch is thoroughly tested for precision in time-keeping properties and workmanship. Write for Watch Catalogue and Privilege Ticket entitling you—as a Public Official—Civilians and those serving with the Forces—to 20% Cash Discount.



A. Non-magnetic compensating balance wheel.

B. Anti-magnetic hair-spring, special tempering.

C. Extra-large ruby jewel bearings, special Olive cut, maintaining large oil reserve. ¶ Complete movement jewelled in 15 actions, lever pallet, highly adjusted. Robust construction fitted in stainless-steel case of fall-resisting quality.



A. Protective Double Flange. B. Lower Insulating Flange. C. Flush Sunk Horn Lugs. Stainless Steel three-piece case Damp-resisting features and protective Winder Collar. £3 15s.

£16 16 0
Others from 250/-

£20 0 0
Others from 55/-

£15 0 0
Others from 60/-

£10 10 0
Others from 84/-

£17 17 0
Others from 50/-

10,000 Rings to choose from. Free Insurance with Rings over £5.

£10 0 0
Others from 55/-

WINEGARTENS

EST. 1892. TELEPHONE: BISHOPSGATE 1786 (3 LINES) LTD.

145, BISHOPSGATE, LONDON, E.C.2.

Hours of Business—July: Monday to Friday 9 a.m. to 7.30 p.m. Saturday Closed All Day.

COUPON

WINEGARTENS, Ltd., 145, Bishopsgate, London, E.C.2

I declare I am a bona fide Public Official. Please send me the undermentioned Catalogue(s) and Privilege Ticket.

Mark ☐ ENGAGEMENT RINGS ☐ WATCHES ☐ CLOCKS those ☐ WEDDING RINGS AND GIFTS ☐ SILVERWARE required ☐ JEWELLERY ☐ PEWTER ☐ CUTLERY

Name.....

Address.....

Post Id. Stamp.....

★ Some of the things you may be needing NOW . . .

★ Select On Approval and Special War-time Terms

RINGS
WATCHES
CLOCKS
CUTLERY
Varied selection. Home Approval. Easy Payments.

PRAMS
from 5/- Monthly. Home Trial. Free Carriage.

BICYCLES
All leading makes. Easy Terms. Free Carriage.

FURNITURE
Latest designs. Home Trial. Free Carriage. Easy Terms.

LADIES' SUMMER AND SPORTS WEAR
on Approval and Terms.

CAMERAS
SUIT CASES, ETC.,
on Approval and Terms.

MEN'S SPORTS COATS, SHIRTS, etc., on Approval and Terms.

POST THIS COUPON to MORTONS for FREE CATALOGUES

Address to **MORTONS, Desk M.O., Highbury Place, London, N.5.**

Underline if interested:—Ladies' Fashions, Men's Wear, Pianos, Furniture, Carpets, Lino, Cycles, Prams, Sewing Machines, Rings, Watches, Clocks, Cutlery, Travel, Cameras, Radio, Sports, Garden.

State any special need.....

Name M.....

Address.....

To
Buy
Sell
Exchange

A Good Used Car

Hire Purchase
arranged through NALGO

Try ERNEST SUTTON, LTD.,
24, BRUTON PLACE, W.1.

Mayfair 4748

Printed by THE AMALGAMATED PRESS, LTD. (Printing Works), Sumner Street, London, S.E.1, and published by the Proprietors, THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS, 27, Abingdon Street, Westminster, S.W.1.